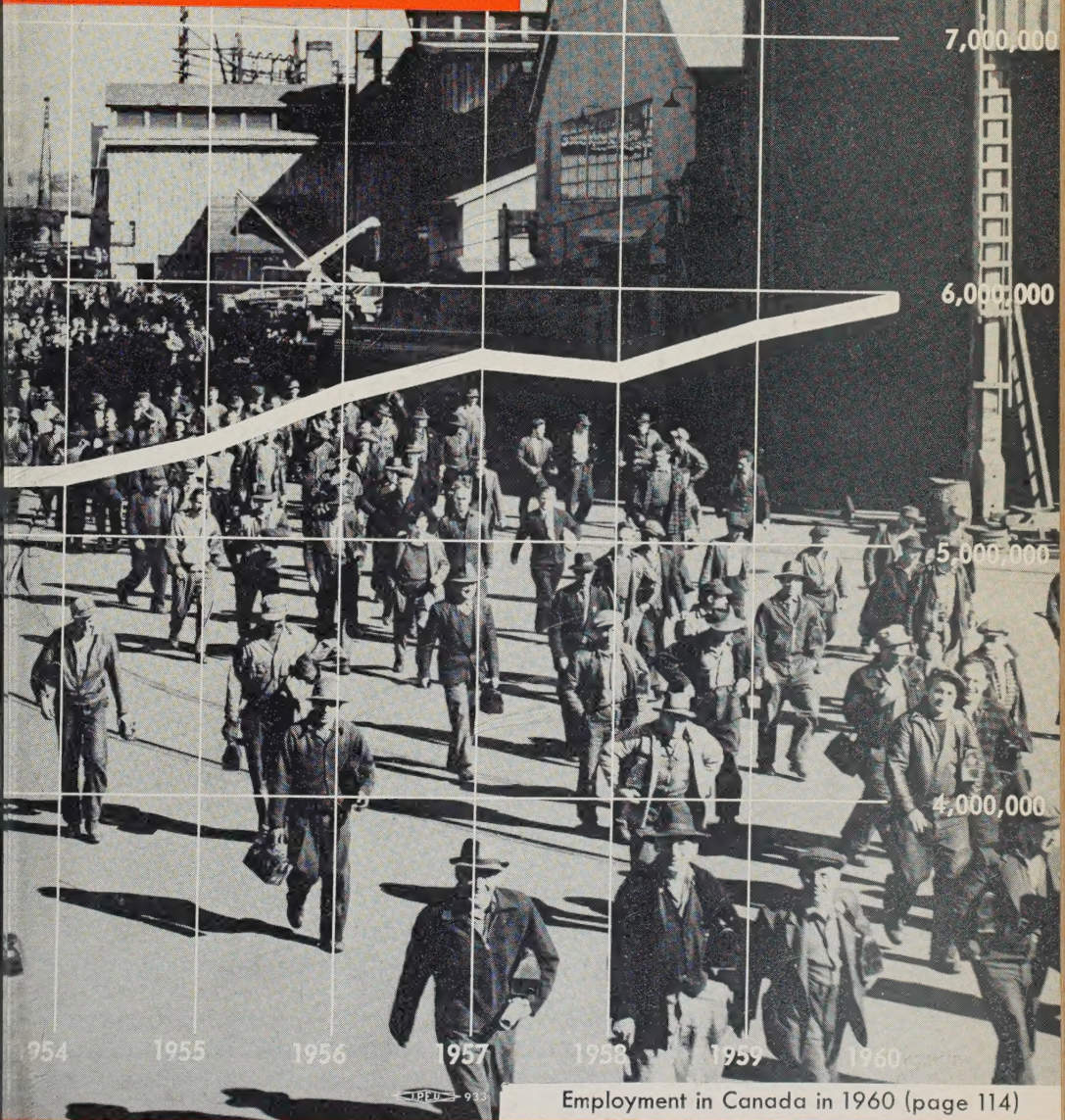




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EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, January

Employment declined seasonally between December and January but continued higher than a year earlier. The month-to-month decline was 199,000; the year-to-year increase was 47,000. Unemployment rose by 165,000 during the month, and in January was 146,000 higher than a year earlier.

The labour force was 3.1 per cent higher than a year earlier, a substantially greater increase than the 0.8-per-cent increase in employment. The number of women employed increased by 101,000 over the year while the number of men employed dropped 54,000.

In the week ended January 14, the labour force was estimated at 6,396,000, which was 34,000 lower than in the preceding month but 193,000 higher than a year earlier. Employment was estimated at 5,703,000, unemployment at 693,000.

Employment

The greater part of the December-to-January employment decline was the product of seasonal factors, and about 85 per cent of it was accounted for by men.

Construction and trade shared about equally in the decrease, and together they accounted for about 60 per cent of the net change in employment over the month. Most of the remainder was in forestry, agriculture and services. Employment declines in the trade and service industries stemmed in part from the release of temporary workers hired for the Christmas season. Forestry activities decreased a little more than is customary for this time of year. In other seasonal industries employment declined by about the usual amount.

At an estimated 5,703,000, employment in January was 47,000 higher than a year earlier. Continuing strength of the service industry outweighed decreases in the goods-producing industries. The most significant year-to-year declines were in construction and durable goods manufacturing.

Of the estimated 5,703,000 employed in January, 4,094,000 were men and 1,609,000 women. In the preceding month the figures were 5,902,000 employed, 4,246,000 men and 1,656,000 women. In January 1960, employment was 5,656,000; men, 4,148,000; women, 1,508,000.

Non-agricultural employment in January was estimated at 5,118,000, employment in agriculture at 585,000. The December-to-January employment decline in forestry was heavily concentrated in Quebec; most of the drop in agriculture took place in Ontario. The construction and trades industries released workers in all five regions.

Employment declined in all regions from December to January but only in Ontario was the January total lower than in January 1960.

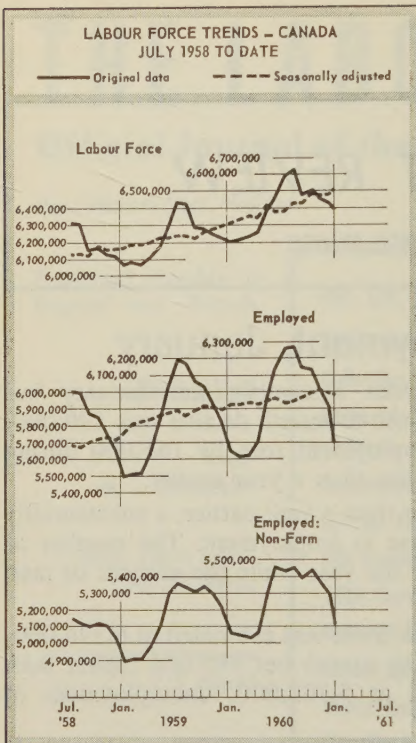
Unemployment

Unemployment increased by 165,000 between December and January. About 87 per cent of the unemployed were men, the same proportion as in the preceding month.

The 693,000 unemployed in January included 63,000 on temporary layoff. Of the remaining 630,000 who were seeking work, 71 per cent had been unemployed for three months or less, 18 per cent for four to six months, and 11 per cent for seven months or more.

Unemployment in January was 10.8 per cent of the labour force, compared with 8.8 per cent a year earlier and 9.5 per cent in January 1959.

Of the total unemployed, almost one third had been employed in construction and about the same proportion in various service-producing industries. Most of the remaining unemployed had been employed in manufacturing and forestry.



Regional Summaries

Employment declined seasonally in the **Atlantic** region between December and January; construction and retail trade accounted for most of the decrease. Operations in the coal mining industry continued to be sporadic, three of the collieries in the Sydney area being closed for part of the month. Workers were being re-hired during the month for log-hauling in Newfoundland, but there were offsetting decreases in forestry employment in New Brunswick, where hauling operations were nearing completion. Shipbuilding activity increased between December and January while iron and steel plants registered partly offsetting employment declines.

The region's labour force was estimated at 565,000 in January, a decrease of 13,000 from the December estimate of 578,000 but an increase of 24,000 from the January 1960 estimate.

Employment was estimated at 481,000, a drop of 28,000 from December but a gain of 18,000 from January 1960. Unemployment totalled 84,000, slightly higher than the year-earlier figure and 15,000 higher than the total in December.

Non-farm employment in the region in January was 434,000, down 25,000 from December; but it was 3.8 per cent (16,000) higher than a year earlier, largely as a result of expansion of the service-producing industries. Employment in shipbuilding, iron and steel, and pulp and paper manufacturing was considerably higher than a year earlier but the construction and transportation industries were operating at lower levels.

Unemployment in January rose to 14.9 per cent of the labour force. In January last year it amounted to 14.4 per cent of the labour force.

Employment in **Quebec** declined more than seasonally between December and January. Virtually all of the decline occurred in non-agricultural industries as cold weather sharply reduced construction activities.

Manufacturing employment continued to decrease, primarily because of declines in iron and steel products, transportation equipment and electrical apparatus. Production and employment in structural steel and aircraft and parts, however, remained high. Food processing declined seasonally. Residential and municipal construction continued at a high level for this time of year. In forestry, considerable re-hiring took place as log-hauling operations got under way, after an employment decline in the first half of the month.

The region's labour force contracted from an estimated 1,805,000 in December to an estimated 1,793,000 in January but was 55,000 larger than in January 1960. Employment was estimated at 1,544,000, down 78,000 from the December estimate but up slightly from the year-earlier figure. Non-agricultural employment increased fractionally over the year as increases in service-producing industries more than offset a decline in manufacturing. The Municipal Winter Works Incentive Program and residential construction also contributed to the maintenance of employment at a level above last year's. The continuing year-to-year decline in manufacturing was due mainly to weaknesses in the capital-goods industries.

Unemployment, at an estimated 249,000 in January, amounted to 13.9 per cent of the labour force compared with 11.5 per cent a year earlier.

Employment in the **Ontario** region decreased 52,000 between December and January. This larger-than-usual decrease occurred mainly among men. Employment was reduced in the construction industry as cold weather slowed down work on many projects. As is usual at this time of year, many women were released from retail trade after the Christmas rush, and seasonal layoffs occurred in distilleries and breweries. There were also some layoffs in rubber and textile plants and in the secondary iron and steel industry.

In primary steel plants employment was fairly stable, though somewhat lower than a year earlier. In automobile and parts plants, and in tobacco and food processing, employment continued at high levels; in the aircraft industry it remained higher than a year ago. Of the industries in which employment and production had dropped greatly in recent months, shipyards and the manufacture of agricultural implements and locomotives showed some improvement. Reduced employment levels persisted, however, in the manufacture of earth-moving equipment and heavy electrical goods.

In forestry, favourable weather permitted hauling operations to get into full swing and some cutting to be continued. Apart from the gradual shutdown of uranium mines, activity in mining continued steady.

The labour force in region was 55,000 larger than in January 1960; employment was 4,000 less and unemployment 59,000 more than a year earlier. The number of men employed was lower than a year earlier, particularly in agriculture, construction and durable goods manufacturing. In the year, the number of women employed increased substantially, mainly in the rapidly expanding service industry.

Unemployment in the region increased some 49,000 during the month, to 202,000. This represented 8.5 per cent of the labour force compared with 6.2 per cent a year earlier.

In the **Prairie** region, the seasonal decline in employment continued. In spite of generally mild weather, which made possible a high level of outdoor work for this time of year, building activity nevertheless contracted sharply and a large number of carpenters and other construction workers were laid off. The work force was reduced in a number of coal mines several weeks earlier than usual because of the mild weather. Employment in trade fell off seasonally. Some weakness was apparent in manufacturing, mainly in packing plants and in iron and steel plants other than those producing large-diameter pipe. In agriculture, services and mining, employment remained fairly steady.

The labour force in the region, estimated at 1,086,000 in January, was only slightly smaller than in December but 37,000 larger than a year ago. Employment in January, at 1,005,000, was 22,000 higher than in January 1960. It was lower than a year earlier in almost all goods-producing industries except agriculture; the greatest decrease was in construction. Year-to-year increases in trade, services and public utilities employment, however, offset these losses.

Unemployment continued to increase. At 81,000, it represented 7.5 per cent of the labour force in January compared with 6.3 per cent in the first month of 1960.

Employment continued to decline in the **Pacific** region from December to January but the change was somewhat less than in most recent years. In spite of heavy rains, conditions in the woods were generally favourable for logging and lumbering, and considerable numbers of workers were re-hired. The usual seasonal employment reductions occurred in construction and trade, and much of the fishing fleet was tied up for the winter. Employment levels remained high in water transportation and held steady in mining and smelting. Little change occurred in agriculture.

The region's labour force was unchanged at 580,000 between December and January; this estimate was 22,000 higher than in January 1960. Employment, at an estimated 503,000, was down from the 517,000 in December but up from the 498,000 in January 1960. Some increases from a year earlier in farm and services employment offset declines in construction that resulted from a heavy fall-out in housebuilding. In manufacturing, most iron and steel products establishments employed fewer workers than a year earlier, but pulp and paper mills and manufacturers of other paper products showed substantial gains. In transportation, railway employment in January was a little lower than last year but the number working on the waterfront and in other jobs associated with the deep-sea shipping industry was higher.

Unemployment was 13.3 per cent of the labour force in January, 10.8 per cent in January 1960.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	January 1961	January 1960	January 1961	January 1960	January 1961	January 1960
Metropolitan.....	11	10	1	2		
Major Industrial.....	21	18	5	8		
Major Agricultural.....	11	8	3	6		
Minor.....	49	46	8	11	1	1
Total.....	92	82	17	27	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1961

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton HALIFAX ← Hamilton Montreal Quebec-Levis St. John's TORONTO ← Vancouver-New Westminster Windsor-Leamington Winnipeg	Ottawa-Hull		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Brantford Corner Brook Cornwall Farnham-Granby GUELPH ← Fort William-Port Arthur Joliette KITCHENER ← Lac St. Jean Moncton New Glasgow Niagara Peninsula OSHAWA ← Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivières	Kingston London Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie BRANDON ← Charlottetown CHATHAM ← LETHBRIDGE ← Prince Albert RED DEER ← Rivière du Loup SASKATOON ← Thetford-Megantic-St. Georges Yorkton	Moose Jaw North Battleford Regina		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE ← TRENTON ← Bracebridge BRAMPTON ← Bridgewater Campbellton CENTRAL VANCOUVER ISLAND ← Chilliwack Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston FREDERICTON ← Gaspé GODERICH ← Grand Falls Kentville LACHUTE-STE. THERESE ← LINDSAY ← LISTOWEL ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome	DRUMHELLER ← Galt Kamloops Medicine Hat St. Thomas Stratford Swift Current Woodstock- Tillsonburg Group 1 Concluded ST. HYACINTHE ← ST. JEAN ← St. Stephen Sault Ste. Marie SIMCOE ← Sorel Summerside TRAIL-NELSON ← Truro Valleyfield Victoriaville WALKERTON ← WEYBURN ← Woodstock Yarmouth	Kitimat	

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983, September 1960 issue.

Current Labour Statistics

(Latest available statistics as of February 17, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).... (in thousands)	Jan. 14	6,396	— 0.5	+ 3.1
Employed..... (in thousands)	Jan. 14	5,703	— 3.4	+ 0.8
Agriculture..... (in thousands)	Jan. 14	585	— 4.1	— 1.4
Non-agriculture..... (in thousands)	Jan. 14	5,118	— 3.3	+ 1.1
Paid Workers..... (in thousands)	Jan. 14	4,654	— 3.7	+ 1.0
At work 35 hours or more.... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
At work less than 35 hours.... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
Employed but not at work.... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
Unemployed..... (in thousands)	Jan. 14	693	+ 31.3	+ 26.7
Atlantic..... (in thousands)	Jan. 14	84	+ 21.7	+ 7.7
Quebec..... (in thousands)	Jan. 14	249	+ 36.1	+ 24.5
Ontario..... (in thousands)	Jan. 14	202	+ 32.0	+ 41.3
Prairie..... (in thousands)	Jan. 14	81	+ 35.0	+ 22.7
Pacific..... (in thousands)	Jan. 14	77	+ 22.2	+ 28.3
Without work and seeking work (in thousands)	Jan. 14	630	+ 28.8	+ 25.0
On temporary layoff up to 30 days..... (in thousands)	Jan. 14	63	+ 61.5	+ 46.5
Industrial employment (1949=100).....	November	119.8	— 1.4	— 1.7
Manufacturing employment (1949=100).....	November	108.2	— 1.3	— 2.2
Immigration.....	Year 1960	104,111	—	— 2.6
Destined to the labour force.....	Year 1960	53,573	—	— 0.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	21	— 27.6	+ 5.0
No. of workers involved.....	January	2,346	+ 24.1	— 33.6
Duration in man days.....	January	28,140	— 7.1	— 51.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	November	\$76.43	— 0.2	+ 3.0
Average hourly earnings (mfg.).....	November	\$ 1.79	+ 0.6	+ 2.9
Average hours worked per week (mfg.).....	November	40.6	— 0.3	— 0.7
Average weekly wages (mfg.).....	November	\$79.14	+ 0.2	+ 3.0
Consumer price index (1949=100).....	January	129.2	— 0.3	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	134.6	+ 0.2	+ 1.1
Total labour income..... \$000,000	November	1,556	— 1.7	+ 3.0
<i>Industrial Production</i>				
Total (average 1949=100).....	December	160.1	— 6.7	— 1.5
Manufacturing.....	December	140.0	— 8.6	— 2.2
Durables.....	December	134.8	— 6.8	— 5.5
Non-durables.....	December	144.5	— 9.9	+ 0.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September 1960 issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Following passage of the Railway Operation Continuation Act last December there had been no evidence of any progress toward settlement of the dispute between the **railways** and the **non-operating unions**. In response to an appeal by the Prime Minister for a resumption of negotiations, the parties met in Montreal in mid-February, but very little was accomplished. The unions restated their position that the settlement should be based on the conciliation board's recommendations for a 14-cent-an-hour increase; the companies continued to maintain that it was financially impossible for them to meet this demand.

Closely linked with this dispute was the settlement between **Eastern Canada Stevedoring** and the **Railway Clerks**. The new agreement between these parties specifies that it would incorporate the same terms regarding wages, vacations and duration of agreement as those that will eventually be agreed upon by the railways and the non-operating unions.

Less than three months after signing a new agreement with the **Winnipeg Cloak Manufacturers' Association** that bound 800 employees to existing wage rates for another two years, the **International Ladies' Garment Workers' Union** reopened negotiations and worked out a new agreement that reduced the contract term to one year and increased the bonus on earnings by 3½ per cent. Last October, when the union sought to open negotiations for a collective agreement, it was confronted with a letter written by the former manager of the union's Winnipeg local. The letter, written without the knowledge of the International executive or the local membership and filed with the employers' group sometime before the manager's sudden death last June, approved a two-year wage freeze for the Winnipeg garment workers. Evidently it was the manager's belief that lower wage rates in Winnipeg would create a competitive advantage for the local garment industry and that the resultant increase in business would avert layoffs. The union originally agreed to honour this letter and signed an agreement accordingly. However, after a review of the matter by International President David Dubinsky, the letter was ruled invalid on the ground that it had not been approved by the membership. In the new negotiations that followed, a one-year agree-

ment was signed. It provides for the continuation of the 37½-hour work week, and a wage increase in the form of an additional 3½-per-cent bonus on regular earnings.

The first step toward opening negotiations for the renewal of the one-year agreement between the **Ontario Hydro Electric Power Commission** and the **National Union of Public Service Employees** was taken at the end of January when the parties exchanged bargaining agendas. The 9,500-member union submitted a 69-item agenda, which was countered by 40 items from the Commission. The union proposed that the one-year agreement provide a general wage increase of 6 per cent for tradesmen, operators and weekly salaried employees, as well as special increases for workers at the new nuclear generating plant at Rolphpton, Ont. Other items requested included improved vacation allowances and amendments to the pension plan and other fringe benefits. The Commission's agenda reportedly did not include a wage offer. It proposed dropping operators into a lower classification, changing the grievance procedure and changing the seniority clause to have seniority applied only when abilities were equal.

Major Settlements in 1960

Appearing on next page are two tables, one showing the wage settlements in agreements signed during the last six months of 1960, and the second showing wage settlements during the entire year. A total of 173 major collective agreements covering approximately 268,000 workers were negotiated and signed in Canada during 1960. Slightly more than 60 per cent of these agreements were for terms of approximately two to three years, with the two-year settlements predominating.

One half of the major collective agreements signed during 1960 covered 115,000 workers employed in the manufacturing sector of the economy. The largest number of these settlements was in the paper products industry, where 18 major agreements were signed with various pulp and paper firms across the country. Three of these agreements, signed for a one-year term and covering more than 6,000 paper mill employees in British Columbia, provided increases in the base rates in the range from 5 to 9.9 cents an hour. Most of the

WAGE SETTLEMENTS DURING THE SECOND HALF OF 1960

Collective agreements covering 500 or more workers concluded between July 1 and December 31, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	2	1,250			1	1,400				
0.1—4.9.....	2	15,000			9	12,830				
5.0—9.9.....	20	51,540			11	15,450	2	1,120	3	3,250
10.0—14.9.....	1	540			9	12,360			2	1,180
15.0—19.9.....	6	7,100	1	950	4	8,390			2	2,650
20.0—24.9.....	1	2,500							2	12,900
25.0—29.9.....										
30.0 and over.....										
Total.....	32	77,930	1	950	34	50,430	2	1,120	9	19,980

*Wage increases shown relate to base rates only. Data on employees covered are approximate and relate to all workers covered by the agreement.

remaining agreements in the industry were signed with paper companies in eastern Canada and provided increases in the base rates in the range from 15 to 19.9 cents an hour over the one-year term. More than 12,000 workers were affected by seven major settlements in the textile products industry. Nearly all these agreements provided wage increases in the range from 10 to 14.9 cents an hour over a two-year period. Also in manufacturing, approximately 18,500 clothing workers were affected by settlements signed during the year. Some of these settlements provided for a gradual reduction in the work week to 36 hours, as well as a wage increase. One agreement in the clothing industry, affecting 1,400 workers, extended existing terms without change.

The service industry sector ranked second to manufacturing in the number of new major agreements signed during 1960. Of 23 such agreements, 17 provided wage increases for nearly 33,000 provincial and municipal employees and 5 raised the wage rates for 42,000 non-professional workers in various hospitals across Canada.

There were 12 collective agreements signed during the year that affected approximately 41,000 workers in the communication industry. More than half of these workers were employees of the Bell Telephone Company, who received increases ranging from 1 to 9 cents an hour in the four contracts covering the various categories of workers.

In the mining industry, 18,000 workers were covered by the 16 major agreements signed during the year. For two thirds of these settlements, wage increases in the range from 5 to 9.9 cents an hour over a two-year term were granted to some 9,000 workers in asbestos, uranium and copper mines. In Alberta, 2,000 coal miners were given increases ranging from 10 to 14.7 cents an hour over two years. The Maritime coal miners, however, were still negotiating for a new agreement to replace the one that terminated in December 1959. Consequently, about 7,000 coal miners were working under the terms of the 1959 agreement that had been extended on a month-to-month basis over the past year.

WAGE SETTLEMENTS DURING 1960

Collective agreements covering 500 or more workers concluded between January 1 and December 31, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	6	3,800			1	1,400				
0.1—4.9.....	6	18,520			31	29,560			1	750
5.0—9.9.....	32	62,690	1	1,900	27	46,520	2	1,120	5	4,550
10.0—14.9.....	3	3,540			18	28,930			4	2,850
15.0—19.9.....	14	20,760	1	950	8	12,270	1	2,180	5	5,870
20.0—24.9.....	1	2,500							1	2,000
25.0—29.9.....					1	700			4	14,280
30.0 and over.....										
Total.....	62	111,810	2	2,850	86	119,380	3	3,300	20	30,300

*Wage increases shown relate to base rates only. Data on employees covered are approximate and relate to all workers covered by the agreement.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During February, March and April (except those under negotiation in January)

Company and Location

Union

Abitibi Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Atomic Energy of Can., Chalk River, Ont.	Atomic Energy Allied Council (AFL-CIO/ CLC)
Bowater's Mersey Paper, Liverpool, N.S.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
C.B.C., company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
C.N.R. Atlantic & Central regions	Locomotive Engineers (Ind.)
C.N.R. Atlantic & Central regions	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.N.R. Prairie & Pacific regions	Locomotive Engineers (Ind.)
C.N.R. Prairie & Pacific regions	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.P.R. Prairie & Pacific regions	Trainmen (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engi- neers (AFL-CIO)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Consolidated Paper, Grand'Mere, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C.	Native Brotherhood (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C.	United Fishermen (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C.	United Fishermen (Ind.) (tendermen)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Halifax City, N.S.	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont.	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside wkrs.)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/ CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	I.B.E.W. (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Province of Saskatchewan	Sask. Civil Service (CLC) (labour services)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC)
	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont.	Machinists (AFL-CIO/CLC)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
T.C.A., company-wide	Air Line Pilots (Ind.)

Part II—Negotiations in Progress During January

Bargaining	Union
Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Association Patronale du Commerce, (Hard- ware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Babcock-Wilcox & Goldie McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
Beatty Bros., Fergus, Ont.	Steelworkers (AFL-CIO/CLC)
Calgary Power, Calgary, Alta.	Empl. Assoc. (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Can. Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
C.B.C., company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont.	U.E. (Ind.)
C.P.R. Atlantic & Central regions	Locomotive Engineers (Ind.)
C.P.R. Prairie & Pacific regions	Locomotive Engineers (Ind.)
C.P.R., company-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Rubber Div.), St. Jerome, Que.	CLC-chartered local
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Dupuis Frères, Montreal, Que.	Commerce Empl. Federation (CNTU)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton General Hospital, Hamilton, Ont.	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.	Packaging Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
McIntyre Porcupine Mines, Schumaker, Ont.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Moirs Limited, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que.	Public Service Empl. (CLC) (manual wkrs.)
Northern Electric, Belleville, Ont.	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que.	Empl. Assoc. (Ind.) (phone installers & plant wkrs.)
Northern Electric, Montreal, Que.	Office Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask.	Public Service Empl. (CLC) & CLC-chartered local
Quebec City, Que.	Municipal and School Empl. (Ind.) (inside wkrs.)
Que. North Shore Paper, Baie Comeau, Franklin, Shelter Bay, Que.	Carpenters (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)

Company and Location

St. Boniface General Hospital, St. Boniface, Man.
Saguenay Terminals, Port Alfred, Que.
Sask. Govt. Telephone, province-wide
Scarborough Township, Ont.
Shipping Federation of Can., Halifax, N.S., Saint
John, N.B., Quebec, Montreal, Three Rivers,
Que.
Singer Manufacturing, St. Jean, Que.
Toronto General Hospital, Toronto, Ont.
Toronto Telegram, Toronto, Ont.
Vancouver City, B.C.
Vancouver City, B.C.
Vancouver City, B.C.
Vancouver Police Commissioners Bd., B.C.
Winnipeg City, Man.
Winnipeg City, Man.

Union

Empl. Union of Hospital Inst. (Ind.)
Metal Trades' Federation (CNTU)
Communications Wkrs. (AFL-CIO/CLC)
Public Empl. (CLC) (outside wkrs.)
I.L.A. (CLC)
Steelworkers (AFL-CIO/CLC)
Building Service Empl. (AFL-CIO/CLC)
Newspaper Guild (AFL-CIO/CLC)
Civic Empl. (Ind.) (outside wkrs.)
Fire Fighters (AFL-CIO/CLC)
Public Empl. (CLC) (inside wkrs.)
B.C. Peace Officers (CLC)
Fire Fighters (AFL-CIO/CLC)
Public Service Empl. (CLC)

Conciliation Officer

Aluminum Co., Ile Maligne, Que.
Aluminum Co., Kingston, Ont.
Aluminum Co., Shawinigan, Que.
Association Patronale des Mfrs. de Chaussures,
Quebec, Que.
B.C. Hotels Assoc., New Westminster, Burnaby,
Fraser Valley, B.C.
B.C. Hotels Assoc., Vancouver, B.C.
Calgary City, Alta.
Calgary City, Alta.
Cdn. Car & Foundry, Montreal, Que.
Cdn. General Electric, Toronto, Peterborough &
Guelph, Ont.
Cdn. Lithographers Assoc., eastern Canada
Consolidated Paper, Cap de la Madeleine &
Three Rivers, Que.
Consolidated Paper, Ste-Anne de Portneuf, Que.
G. T. Davie & Sons, Lauzon, Que.
Davie Shipbuilding, Lauzon, Que.
Fittings Limited, Oshawa, Ont.
Hopital Hotel-Dieu, Montreal, Que.
Hospitals (six), Montreal & district, Que.
Imperial Tobacco & subsidiaries, Ont. & Que.
Marathon Corp., Port Arthur, Ont.
Outboard Marine, Peterborough, Ont.
Rowntree Co., Toronto, Ont.
St. Lawrence Seaway Authority
Toronto Western Hospital, Toronto, Ont.
Metal Trades' Federation (CNTU)
Steelworkers (AFL-CIO/CLC)
Metal Trades' Federation (CNTU)
Leather & Shoe Wkrs. Federation (CNTU)
Hotel Empl. (AFL-CIO/CLC)
Hotel Empl. (AFL-CIO/CLC) (beverage dis-
pensers)
Public Empl. (CLC) (clerical empl.)
Public Empl. (CLC) (outside wkrs.)
Railway Carmen (AFL-CIO/CLC)
U.E. (Ind.)
Lithographers (CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
Pulp & Paper Wkrs. Federation (CNTU)
Metal Trades' Federation (CNTU)
Metal Trades' Federation (CNTU)
Steelworkers (AFL-CIO/CLC)
Service Empl. Federation (CNTU)
Service Empl. Federation (CNTU)
Tobacco Wkrs. (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Retail, Wholesale Empl. (AFL-CIO/CLC)
Railway, Transport and General Wkrs. (CLC)
Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

Aluminum Co., Arvida, Que.
Canada Paper, Windsor Mills, Que.
Cdn. British Aluminum, Baie Comeau, Que.
Canadian Car, Fort William, Ont.
Dom. Oilcloth & Linoleum, Montreal, Que.
Goodyear Cotton, St. Hyacinthe, Que.
Halifax Shipyards (Dasco), Halifax & Dart-
mouth, N.S.
Hotel Royal York (CPR), Toronto, Ont.
K.V.P. Company, Espanola, Ont.
Page-Hersey Tubes, Welland, Ont.
St. Lawrence Corp., East Angus, Que.
T.C.A., company-wide
Metal Trades' Federation (CNTU)
Pulp & Paper Wkrs. Federation (CNTU)
Metal Trades' Federation (CNTU)
Auto Wkrs. (AFL-CIO/CLC)
CNTU-chartered local
Textile Federation (CNTU)
Marine Wkrs. (CLC)
Hotel Empl. (AFL-CIO/CLC)
Carpenters (AFL-CIO/CLC)
U.E. (Ind.)
Pulp & Paper Wkrs. Federation (CNTU)
Air Line Flight Attendants (CLC)

Post-Conciliation Bargaining

E.B.C., company-wide
C.N.R., C.P.R., other railways
Hotel Mount Royal, Montreal, Que.
Northern Interior Lumbermen's Assoc., B.C.
Moving Picture Machine Operators (AFL-
CIO/CLC)
15 unions (non-operating empl.)
Hotel Empl. (AFL-CIO/CLC)
Woodworkers (AFL-CIO/CLC)

Arbitration

Quebec City, Que. Municipal & School Empl. (Ind.) (outside
wkrs.)

Work Stoppage

*Shipbuilders (various), Vancouver & Victoria,
B.C. Shipyard Wkrs. (CLC)

* Strike called at Burrard Drydock, Vancouver, only; Yarrows & Victoria Machinery in Victoria continued negotiations.

Part III—Settlements Reached During January

(A summary of the major terms on the basis of information immediately available. Figures for the number of workers covered are approximate.)

ABITIBI POWER & PAPER, PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 2,000 empl.—increases for hourly rated empl. of 7¢-an-hr. retroactive to Sept. 1, 1960, plus 5¢ eff. March 1, 1961; increases for piece-rate wkrs. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

C.I.L. (AMMUNITION DIV.), BROWNSBURG, QUE.—MINE WKRS. (IND.): 2-yr. agreement covering 650 empl.—3% increase eff. Jan. 12, 1961; an additional 5¢-an-hr. eff. Jan. 12, 1962.

LADIES' CLOAK & SUIT MFRS., ASSOC., WINNIPEG, MAN.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—3½% increase eff. Jan. 31, 1961; work wk. reduced to 37½ hrs. eff. Dec. 1, 1960.

DRYDEN PAPER, DRYDEN, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 750 empl.—base rates increased 6¢ an hr. retroactive to June 1, 1960; an additional 5¢-an-hr. retroactive to Dec. 1, 1960 plus 5¢ eff. Jan. 1, 1961; 3 wks. vacation after 12 yrs. of service (previously 3 wks. after 15 yrs.); increased company contribution to hospitalization fund; provisions for bereavement leave.

EASTERN CAN. STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC): new agreement covering 800 empl.—terms of settlement finally agreed to between non-operating unions and the railways regarding wages, vacations and duration of agreement will be applied to this agreement; effective dates of changes in wages and vacations will be same as the non-operating settlement; a contributory pension plan introduced eff. Jan. 1, 1961 and will be considered as a non-negotiable item.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961 for hourly rated empl.; 2% retroactive to Sept. 1, 1960, plus an additional 1% eff. March 1, 1961 for piece-rate empl.; on Sept. 1, 1961 work wk. will be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

KIMBERLEY-CLARK & SPRUCE FALLS PAPER, KAPUSKASING & LONGLAC, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,940 empl.—7¢ an hr. retroactive to Sept. 1, 1960, plus 5¢ an hr. eff. March 1, 1961 for hourly rated empl.; 2% retroactive to Sept. 1, 1960, plus 1% eff. March 1, 1961 for piece-rate empl.; on Sept. 1, 1961 work wk. will be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

MONTREAL CITY, QUE.—CNTU-CHARTERED LOCAL (OFFICE WKRS.): 2-yr. agreement covering 4,000 empl.—9% increase retroactive to Dec. 1, 1960 plus an additional 3% eff. Dec. 1, 1961; the 15-day annual sick leave entitlement to become cumulative without ceiling and payable in its entirety when the empl. leaves; bereavement leave abolished but empl. may use sick leave credit in cases of death or marriage in family.

MONTREAL CITY, QUE.—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,850 empl.—annual salaries increased by \$100 retroactive to Dec. 1, 1960; an additional \$50-a-yr. increase eff. Dec. 1, 1961 and a further \$50 increase eff. May 1, 1962; work wk. reduced from 56 hrs. to 42 hrs. eff. at the termination of the agreement, Nov. 30, 1962; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); a \$2,000 life insurance policy to be paid by the city; service pay similar to that provided for city policemen.

NORTHERN FOREST PRODUCTS, PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—increases for hourly rated empl. of 7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961; increases for piece-rate wkrs. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

ST. LAWRENCE CORP., NIPIGON, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—increases for hourly rated empl. of 7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961; increases for piece-rate wkrs. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

SHIPBUILDERS (VARIOUS), VANCOUVER & VICTORIA, B.C.—VARIOUS UNIONS: 3-yr. agreement covering 500 empl.—4¢-an-hr. increase eff. Jan. 15, 1961, an additional 4¢ an hr. Jan. 1, 1962 and a further 4¢ an hr. eff. Jan. 1, 1963; this agreement was accepted by 7 of the 17 unions that bargained jointly; the other 10, representing 200 workers, continued bargaining.

NOTES OF CURRENT INTEREST

Immigration, Housing, Exports and Imports in 1960

Immigration—The number of immigrants to Canada during 1960 was slightly smaller than in the previous year, the Department of Citizenship and Immigration has announced. There were 104,111 immigrants in 1960, compared with 106,928 in 1959.

In the analysis by occupational group, the largest number of immigrants in 1960, as in the previous year, came under the classification, manufacturing, mechanical and construction, the total being 13,551. The other large groups were: service, 8,763; labourers, 7,482; professional, 7,436; clerical, 5,860; agricultural, 5,321; and commercial, 2,008.

A little more than half the immigrants, 54,491, went to Ontario. Quebec got 23,774 and British Columbia 10,120. Alberta and Manitoba got 6,949 and 4,337 respectively.

Italians again made up the largest racial group with 21,308, while British immigrants came second with 20,853.

Housing—Starts and completions of new dwelling units in 1960 were fewer than in 1959, and fewer units were under construction at year-end than a year earlier, the Dominion Bureau of Statistics reported last month.

Starts in 1960 dropped to 108,858 units from 141,345 in 1959.

Completions fell to 123,757 units from 145,671.

Units under construction at the end of the year declined to 65,773 from 81,905 at the same time in 1959.

Foreign Trade—Canada's trade with other countries reached a new peak in 1960.

Preliminary figures released last month by the Dominion Bureau of Statistics show that Canada's foreign trade last year was valued at \$10,891,100,000, an increase of 2.3 per cent over the 1959 value of \$10,649,200,000.

Exports in 1960 were valued at \$5,395,300,000, a rise of 5 per cent over the previous record, attained in 1959.

Imports, at \$5,495,800,000, were fractionally less than in 1959.

The import balance, estimated at \$100,500,000, was reduced to slightly more than a quarter of the 1959 total and was the lowest since 1954.

Farm Cash Income—Canadian farmers received \$2,783,800,000 in 1960 from the sale of farm products, participation payments on previous years' grain crops, net cash advances on farm-stored grains, and deficiency payments made under the present farm prices support program, the Dominion Bureau of Statistics estimated last month.

The estimate is almost unchanged from that of 1959 and compares with the record high estimate of \$2,859,100,000 in 1952.

In addition, farmers in the Prairie Provinces received about \$77 million paid under the provisions of the Prairie Farm Assistance Act, Western Grain Producers' Acreage Payment Plan, and the Federal-Provincial Emergency Unthreshed Grain Assistance Policy.

When these payments are added to the cash returns enumerated earlier, total cash returns to farmers from their farming operations amounted to nearly \$2,861,000,000. This estimate has been exceeded only twice, in 1952 when returns totalled \$2,864,300,000, and in 1958, when they reached the all-time high of \$2,873,400,000.

4,000 Apprentices Finish Training In 1959-60, Double 10 Years Ago

The number of apprentices who successfully completed their training rose from 1,779 in 1950-51 to 4,004 in 1959-60, the Dominion Bureau of Statistics reported last month. During the latter year, 7,678 apprentices registered with the provincial Departments of Labour for the first time, while 2,722 discontinued their training.

Registrations of indentured apprentices with the provincial Departments of Labour at September 30, 1960 totalled 19,543, an increase of 5.1 per cent over the previous year, and an accumulated increase of 39.5 per cent over 1955 and 114.1 per cent over 1950.

The most popular trade was motor vehicle mechanics and repair, with 5,955 apprentices in 1960, followed by construction electricians, with 2,927; plumbers and pipefitters, with 2,399; and carpenters, with 1,514.

Canadian Vessels Carried 88% Of Coastwise Cargoes in 1959

Cargoes unloaded in coastwise shipping at Canadian ports totalled 39,698,650 tons in 1959, an increase of 2.4 per cent over the preceding year's 38,778,904 tons.

Of the 1959 total, 88.7 per cent—35,207,820 tons—was carried by vessels of Canadian registry, 9.1 per cent—3,629,388 tons—by vessels of United Kingdom registry. Vessels of Bahamas registry unloaded 170,164 tons, and vessels of Bermuda registry unloaded 625,601 tons.

Current Reports Are Available On Progress of Labour Bills

The Department's Legislation Branch has begun issuing a series of mimeographed reports on labour bills introduced in Parliament and the provincial Legislatures.

The reports cover the provisions of each bill and follow its progress from the time the bill is introduced to the point where it receives Royal Assent or is dropped. These current reports are intended to provide more up-to-date information than it is possible to give in the monthly issues of the *LABOUR GAZETTE*. At the close of the sessions the major developments of the year will be reported in a series of articles in the Labour Law section of the *LABOUR GAZETTE*.

The first report of the present series is available now.

At the fall sessions of Parliament and the Legislatures of New Brunswick, Ontario and Quebec, there were indications in the Speeches from the Throne that a number of bills of interest to labour would be introduced. Three of the federal Acts passed in December are summarized in the first report, the Railway Operation Continuation Act, the Technical and Vocational Training Assistance Act and the National Productivity Council Act. According to the Speech from the Throne, legislation to amend the Unemployment Insurance Act and to require the disclosure of information by business and labour organizations in Canada controlled from outside Canada will be introduced.

An Equal Pay Act was forecast in the New Brunswick Speech from the Throne, which also stated that a study of the Workmen's Compensation Act would be undertaken and that increased training facilities would be provided.

In Ontario, it was announced that the special technical committee studying portable pensions will make a report during this session of the Legislature.

The Quebec Throne Speech stated that, pending completion of a new labour code by the Superior Labour Council, measures to accelerate procedures before the Labour Relations Board would be introduced.

Single copies of these reports may be obtained from: The Legislation Branch, Department of Labour, Ottawa.

Blind, Disabled, Old Age Payments Rise in Fourth Quarter of 1960

The numbers of persons receiving old age assistance, allowances under the Blind Persons Act, and allowances under the Disabled Persons Act all increased during the fourth quarter of 1960.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 99,454 at September 30, 1960 to 100,577 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$7,736,244.59 for the quarter ended December 31, 1960, compared with \$7,674,007.12 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$212,461,822.15.

At December 31, 1960, the average monthly assistance in the provinces ranged from \$48.86 to \$52.85, except in one province where the average was \$46.57. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,657 at September 30, 1960 to 8,665 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$1,042,901.60 for the quarter ended December 31, 1960, compared with \$1,041,116.59 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$30,517,456.83.

At December 31, 1960, the average monthly allowance in the provinces ranged from \$50.39 to \$54.01. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,525 at September 30, 1960 to 50,627 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$4,102,681.16 for the quarter ended December 31, 1960, compared with \$4,090,541.09 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$68,017,447.70.

At December 31, 1960, the average monthly allowance in the provinces ranged from \$52.75 to \$54.56. In all provinces the maximum allowance paid was \$55 a month.

Norman S. Dowd Retires From Two CLC Positions

Norman S. Dowd, for almost 40 years a leading figure in the Canadian labour movement, retired from the positions of Executive Secretary of the Canadian Labour Congress and Editor of *Canadian Labour* on December 31, 1960. Mr. Dowd was 71 years old on December 28.

Cliff Scotton, CLC Assistant Director of Public Relations, has succeeded Mr. Dowd as Editor of *Canadian Labour*, official journal of the Canadian Labour Congress.

Mr. Dowd's interest in labour began in the early 1920's, when he met the late Aaron R. Mosher, who at the time of his death in 1959 was Honorary President of the CLC (L.G. 1959, p. 1013), and M. M. Maclean, CBE, who retired in 1958 as federal Assistant Deputy Minister of Labour (L.G. 1958, p. 473).

Mr. Maclean, at the time Mr. Dowd first met him, was National President and Secretary-Treasurer of the Canadian Brotherhood of Railway Employees, and as a result of the meeting Mr. Dowd began writing for the CBRE monthly magazine. From 1927 until 1940 he occupied the post of Assistant Editor of the publication.

In 1936, Mr. Dowd was elected Secretary-Treasurer of the All-Canadian Congress of Labour and Editor of its official magazine, *The Canadian Unionist*. He held the latter post until 1956, when *Canadian Labour* was established.

In 1940, Mr. Dowd was elected first Secretary-Treasurer of the Canadian Congress of Labour, successor to the All-Canadian Congress of Labour.

At the second convention of the CCL, in 1941, Mr. Dowd was appointed Executive Secretary. He continued in that post until 1956, when the Canadian Labour Congress was formed through the merger of the CCL and the Trades and Labour Congress of Canada. He became Executive Secretary of the CLC at that time.

Mr. Dowd attended many International Labour Organization Conferences in Geneva, and was present at the founding meeting in New York, in 1946, of the World Health Organization.

He also represented the CLC on the Canadian Friendship Council and Canadian Centenary Council Board of Directors,

Canadian Highway Safety Council Executive and on the National Councils on Rehabilitation and Vocational Training. For many years he contributed the section on Canadian Labour to the *Encyclopaedia Britannica Year Book*.

Canadian Vice-President of IAM, George P. Schollie to Retire

George P. Schollie, who has served for 12 years as Vice-President in Canada of the International Association of Machinists, is retiring from office, it was announced last month.

Mr. Schollie was born in Scotland, and at the age of 15 he was apprenticed at the Queen's Park Locomotive Works. After a year's apprenticeship he joined the Amalgamated Society of Engineers. He came to Canada in 1921.

After a year in Yorkton, Sask., he obtained employment as a labourer in the Weston Shops of the Canadian Pacific Railway in Winnipeg. In 1927 Mr. Schollie joined the International Association of Machinists, and within three years he had been elected President of Lodge 122 of the union.

He served for some time as Secretary of the Winnipeg Trades and Labour Council, and during the depression he played a prominent part in helping to maintain the only labour paper in Winnipeg.

In 1943 he was appointed Secretary of the Canadian office of the International Association of Machinists, with headquarters in Montreal.

Mr. Schollie was a Canadian worker delegate at the first, second and third sessions of the ILO Iron and Steel Committee and at every meeting to date of the ILO Metal Trades Committee.

In 1949 he was elected Canadian Vice-President of the Machinists union, and he has held the office ever since. In 1954 he was elected a vice-president of the Trades and Labour Congress of Canada; and at the merger convention in 1956 of the TLC and the Canadian Congress of Labour, he was elected one of the three vice-presidents of the new Canadian Labour Congress from the Quebec region. He held this office for one two-year term, but did not stand for re-election in 1958.

Frank Bodie, for the past five and a half years Secretary-Treasurer of the Calgary Labour Council, has become the first full-time secretary of the Alberta Federation of Labour.

Issue Forecast of Employment Of Engineers and Scientists

During the three-year period 1960 to 1962 the employment of engineers is expected to increase at an average rate of 5.5 per cent a year, and that of scientists at an average rate of 4.6 per cent. During 1959 the actual increase in the employment of engineers was 4.2 per cent, and that of scientists 4.1 per cent.

These figures are given in a report just published by the Economics and Research Branch of the Department of Labour. The report, No. 8 in the Professional Manpower Bulletin Series, is entitled *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-62*. It is similar to Report No. 5, which covered the period 1958-1960 and was issued early in 1959.

Like the earlier one, this report is based on a survey of employers in industry, colleges and universities, and government agencies. The number of employers covered was about 2,800, which was about 100 more than were covered by the previous survey. About 94 per cent of those to whom the questionnaire was sent submitted returns.

The returns extended over the employment of about 27,200 engineers, 12,500 scientists, and a little more than 600 architects. Besides data on total employment, and on recent and anticipated employment for 16 categories of professional persons, the employers furnished information regarding recruitment difficulties, shortages of professional personnel, and numbers of professionals hired or promoted from sub-professional ranks.

The questionnaire was sent to all employers of more than 100 workers in following employment fields: mining and quarrying, manufacturing, transportation and public utilities, trade and finance, colleges and universities, and government agencies. In the construction industry, only firms employing more than 200 workers were surveyed. This change from the practice followed in earlier surveys was made because of the extreme fluctuations of employment and the comparatively low concentration of engineers and scientists in the industry.

The forecast of requirements for engineers is broken down into eight professional fields, e.g., aeronautical, chemical, etc.; for scientists the forecast is divided into seven fields. There is a separate forecast for architects.

Copies of the bulletin may be obtained from the Queen's Printer, Ottawa, at a price of 25 cents each.

To Increase Job Opportunities, Seek Business Abroad, CCA Says

As a means of increasing the market for construction skills and services, the development of business abroad by Canadian construction firms was advocated by Jack M. Soules, President of the Canadian Construction Association, in an address last month to the Empire Club of Canada in Toronto.

Also advocated as a means of maintaining and extending employment opportunities in the construction industry was the making of every effort to increase the amount of year-round construction employment by reducing the cyclical and seasonal characteristics of construction activity.

HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

January 16—The Minister of Labour, in reply to a question, explains why he tabled the report of the Unemployment Insurance Commission Advisory Committee on December 21 after telling the House the day before that he was not prepared to table it yet because the Government was still studying it: he was advised it would have to be tabled before the Christmas recess in order to keep within the time prescribed in the Act (p. 1056).

International Union of Operating Engineers has expressed satisfaction with the manner in which the Department of Na-

tional Health and Welfare arranged for the improvement in working conditions at the South Saskatchewan dam, the Minister of National Health and Welfare reports (p. 1065).

A great deal less overtime than ever before was worked by the permanent staff of his department this Christmas, the Postmaster General says in answer to a question on the method of payment for overtime. This year the staff were encouraged "in every possible case" to liquidate overtime credits by taking time off during January rather than by being paid in cash, he said (p. 1068).

New definition of the service contract, contained in a circular issued by the Unemployment Insurance Commission on September 27, 1960, "will have disastrous results," including the elimination of almost all cases of insurability in casual and seasonal jobs, and will be a serious handicap to the winter work campaign, says Jean-Paul Racine (Beauce) during the debate on the supplementary Budget (p. 1084).

Employment by TCA of a number of stewardesses and cabin attendants recruited in foreign countries, a practice found desirable by every other major international airline, in no way contradicts the general policy of the TCA of employing Canadians wherever possible, the Minister of Transport says in reply to a question (p. 1102).

January 17—*A report that non-operating employees of the Canadian Pacific Railway in the Revelstoke division who were laid off as a result of the threatened strike have not been re-employed was referred to in a question by Hazen Argue (Assiniboia).* In reply, the Minister of Transport said the employees had been laid off because of a decline in traffic resulting partly from the grain handlers strike in Vancouver. It was expected, however, that they would soon be re-employed. The company management, he said, denied that the reductions were due to the proposed non-ops strike (p. 1106).

January 18—*The basis of measurement of unemployment used in the United States is not in every particular the same as that used in Canada, the Prime Minister pointed out in answer to a question that drew attention to a report that the percentage of unemployment in Canada in relation to the labour force is 8.2, whereas it is 6.5 in the United States (p. 1165).*

The number of housing starts in 1960 in municipalities of more than 5,000 was about 100,000, and was expected to be between 9,000 and 10,000 in municipalities of less than 5,000 population, the Minister of Public Works says in reply to a question (p. 1166).

January 19—*Second reading of Bill No. C-3, to amend the Interest Act by providing a statutory limit of 12 per cent on all interest rates charged in Canada, moved by Hazen Argue (Assiniboia).* After long debate, the House adjourned without question put (p. 1218).

January 24—*The Prime Minister says he has asked the negotiating committee for the railway non-operating employees and the representatives of the railway companies to meet and resume their negotiations for the settlement of their dispute (p. 1343).*

Outdoor advertising for the "Do It Now" winter employment campaign are made

available by the Department of Labour to the outdoor advertising associations in both English and French, the Minister of Labour says in reply to a question asked by the member for Chicoutimi (p. 1347).

Mortgages relating to 264 NHA houses in Elliot Lake are now in default, and the approved leaders have notified the Central Mortgage and Housing Corporation of their intention to claim on the mortgage insurance fund, the Minister of Public Works replies to a question by the Leader of the Opposition (p. 1348).

No representations regarding non-payment of wages promised by a construction company working at Grand Rapids, Man., have been made by Indians to her department, the Minister of Citizenship and Immigration says in reply to a question. Many of those concerned are not of Indian blood and are not the responsibility of her department, but to protect those Indians who are partly the responsibility of her department, "we have been in constant consultation with the authorities of the province of Manitoba," she said (p. 1351).

January 25—*Resolution preceding introduction of a measure to authorize agreement with the provinces to provide for the sharing of costs of carrying out programs of vocational rehabilitation for disabled persons, the establishment of a national advisory council on the rehabilitation of disabled persons, and other matters connected with rehabilitation is introduced by the Minister of Labour (p. 1391).*

No staff reductions are involved in the CNR's amalgamation of the Lakehead and Port Arthur divisions to form a new administrative unit called the Lakehead Area, with headquarters at Port Arthur, the Minister of Transport says in reply to a question (p. 1392).

The number of unplaced job applicants during the last four months of 1960, given by the Parliamentary Secretary to the Minister of Labour in reply to a question, was: September 15—346,176; October 13—357,677; November 17—452,715; December 15—640,226 (p. 1394).

The amount of unemployment insurance benefit paid to fishermen in each of the four years since fishermen became eligible for benefit is given in tabular form (p. 1395).

Unemployment Insurance Commission has been asked to give careful study to the possibility of bringing farm labourers under the Act as an insured class but because of the many difficulties involved the Commission has not as yet reported, the Minister of Labour says in reply to a question (p. 1399).

Employment in Canada in 1960

Economy continued to operate at high level during 1960 but advance over the preceding year less marked than during 1959. Employment, labour income both higher but, despite 2-per-cent rise in non-farm employment, unemployment rose

The Canadian economy continued to operate at a high level of activity during 1960, although the advance was less marked than in 1959. A number of mixed trends resulted in a slackening off in the over-all pace.

Total investment is expected to be slightly lower in 1960 than it was in 1959, principally owing to the fact that the number of houses built or being built was smaller. But the total investment program continues to be impressive, especially when compared with similar investment programs in other countries.

There was a slackening off during the year in activity in some domestic markets, but exports continued to rise well above the preceding year's levels.

Consumers spent more, but the rise in spending did not match the rise in disposable income, so that they saved more in 1960 than in 1959.

The effect of these varying trends resulted in higher employment than in 1959 and an increase in labour income. At mid-year, average earnings were $3\frac{1}{2}$ per cent higher than one year earlier and about 2 per cent higher when allowance is made for price increases of consumer goods. All major industry groups shared in the increase in wages and salaries.

Labour-management negotiations showed a marked improvement over 1959 and only 3 per cent of all major settlements were concluded when workers were out on strike.

A disturbing feature of the development during the year was that despite an almost 2-per-cent increase in non-farm employment, unemployment increased over the 1959 level.

The underlying trend of employment was upward during 1960. Total non-farm employment in October was estimated to be 5,436,000, which was 94,000 higher than the year before. This represents a growth rate of just under 2 per cent and compares with an annual average increase of 2.8 per cent over the past decade. All of the employment advance took place in the service-producing group of industries (service, trade, finance, utilities and transportation), with community services showing the most marked employment growth. On the other hand, employment in the goods-producing industries slackened off during the year. The net result was that requirements for women workers were exception-

ally high while total employment for men showed little change.

The average length of the work week changed very little during the year, and wage increases compared favourably with 1959. Total labour income, seasonally adjusted, increased during the year, but less markedly than in 1959. To some extent, the relatively small increase in labour income can be attributed to the change in the pattern of unemployment growth. As indicated above, employment expansion has been concentrated in the relatively low-wage industries.

Industrial developments of the past year have had significant effects on the growth rate of the labour force, and on the level of employment and unemployment. While industry growth patterns are seldom uniform, they have been particularly uneven in 1960. On the one hand, there has been a strong demand for workers in occupations usually occupied by women, that is, in the service-producing industries, where almost 40 per cent of job-holders are women. On the other hand, demand for workers in the goods-producing industries, where men predominate, actually declined.

The marked expansion of jobs for women has attracted a large number of these from outside the labour force, resulting in a sharp expansion of the female labour force. In October 1960, the female labour force was 130,000 higher than the year before. This compares with an annual average increase in the previous six years, 1953-59, of about 60,000. On the other hand, the male labour force increased over the year by about 80,000, an increase which is in line with the average annual growth for the previous six years. The net result of this has been that in October the total labour force exceeded the year-earlier figure by more than 200,000 despite a low level of immigration.

The levelling-off in demand for men workers has been a principal cause of the increase in unemployment. The adult male tends to enter the labour force whether or not jobs are available. If he does not find a job he becomes unemployed. Women, particularly married women, tend to enter when there is a demand for their services. Thus, in October, when total unemployment was up from the previous year by 117,000, men accounted for 102,000 and women for 15,000.

Unemployment in October was estimated to be 368,000, or 5.7 per cent of the labour force. A year before it was 251,000, comprising 4.0 per cent of the labour force.

The largest year-to-year percentage increase in unemployment of men was in the 20-24 year age group; the smallest was among those 45 years of age and over. Unemployment rates continued to be substantially higher among teen-age males than in any other age group. Persons with no work experience continued to account for a relatively small part of the total.

Long-term unemployment was more prevalent than in 1959. In October some 102,000 job-seekers had been seeking work for four months or more. A year before, 60,000 of a smaller total of job-seekers had been seeking work for this length of time.

Production levelled off or declined during the past year in some of the goods-producing industries. A decline took place in construction; manufacturing and mining showed no appreciable change. Output in forestry declined during the first half of the year but recovered rapidly during the third quarter. All of the industries providing services increased their output during the year. The largest advance occurred in transportation, communication, finance, insurance, real estate, government and community service. Expansion of educational and health facilities accounted for most of the rise in community service.

For the most part, employment changes were similar though not as marked as the changes in production. Construction showed a marked decline while manufacturing employment, although down from last year, showed no appreciable change, apart from seasonal changes. All of the service-producing industries except utilities registered increases. Employment in the primary industries other than agriculture did not change appreciably over the year. Total employment in the goods-producing industries was, however, somewhat lower than in

1959. The net gain in employment in the service-producing industries in the third quarter of 1960 was 149,000.

Compared with last year, changes in production and employment levels in manufacturing industries were mixed. Of the 17 broad industry groups which make up the index of manufacturing production, six were operating at higher levels; the rest showed no appreciable change or were down. Similar, though somewhat smaller changes, took place in employment. Those showing gains were non-ferrous metals, paper products, wood products, chemicals and miscellaneous manufacturing industries. The upward trend in activity in non-ferrous metals can be attributed, in part, to a substantial increase in exports. Sales of aluminum, nickel and copper showed conspicuously large gains. Employment in the durable goods industries, however, weakened over the course of the year. In August the employment index for durables was down 6.7 per cent from the year before while non-durables showed no appreciable change.

Although the iron and steel industries were still operating at high levels at year-end, they slackened off somewhat during the year. Although almost all parts of this group of industries were operating at slightly lower levels than in 1959, the most marked contractions occurred in agricultural implements and structural and fabricated steel.

The curtailment of activity in agricultural implements can be attributed, in part, to a weakening in the export market. Export sales of agricultural implements during the first eight months were down 27 per cent from the comparable period in 1959.

There was also a slight employment decline in the automotive industry. Production levels have been fairly well maintained in this industry but employment levels were slightly lower during the summer of 1960 than in the previous year. On the other hand, employment in a number of manufacturing industries such as wood products, paper products and chemicals either held its own or increased over the year.

Wages and Working Conditions, 1960

At mid-year the wages and salaries of employees in non-farm industries averaged \$76.31 per week. This was an increase of $3\frac{1}{2}$ per cent in average earnings between July 1959 and July 1960. Since consumer prices increased by only 1.3 per cent during that period, real average earnings advanced on average by more than 2 per cent since the middle of 1959.

All major industry groups shared in the increase in wages and salaries. Between

July 1959 and July 1960, earnings in manufacturing and in transportation, storage and communication increased at the same rate as the industrial average. In mining, trade, finance, insurance and real estate the rise in average wages and salaries was between 2 and 3 per cent, while earnings in services, forestry, public utilities and construction increased by between 5 and 6 per cent. The proportionate increase in average earnings was greatest in the relatively low-income

Atlantic Provinces. Employees in these areas consequently improved their position in relation to those in the rest of the country.

Conditions of work appear to have become relatively stable, after the rapid changes that have occurred in these conditions in the years since the war. In 1960, as in 1959, approximately 70 per cent of plant workers in manufacturing were employed in establishments with a standard work week of 40 hours or less. Moreover, approximately 90 per cent of plant workers in manufacturing were employed in establishments working a five-day week, and two-thirds worked in establishments which provided pension plans.

Among other important items in the field of working conditions, it is notable that workers in manufacturing plants employing almost four out of five workers have sickness and accident leave credit plans, and more than nine out of ten workers in manufacturing are employed in plants providing at least two weeks vacation with pay.

At the beginning of 1960, approximately one-third of the non-farm labour force in Canada belonged to labour organizations. Trade union membership in Canada now stands at 1,459,000 workers.

During the first half of last year, 95 major collective agreements covering over

117,000 workers were signed. As in 1959, approximately one-third of these major agreements, each covering about 500 or more workers, were for a period of one year, and slightly more than one-half were for a two-year period.

Only 3 per cent of these settlements were concluded when workers were out on strike. Time lost as a result of strikes was much lower in 1960 than in any of the five preceding years. In the first ten months of the year, 663,000 man-days were lost as a result of 215 work stoppages (compared with 2,270,000 man-days lost in the same period in 1959), and the proportion of estimated working time lost through strikes and lockouts was less than one-tenth of one per cent.

Increases in base wage rates in one-year agreements affecting 500 or more workers were predominantly grouped in the ranges from 5 to 10 cents per hour and 15 to 20 cents per hour. Increases in base rates in most of the two-year agreements ranged from 5 to 15 cents per hour over the life of the agreement. Approximately two-thirds of the three-year agreements, which constituted less than one-ninth of the agreements signed in the first half of 1960, contained increases in base rates ranging from 10 to 25 cents per hour.

Regional Employment Conditions

Atlantic Region—Economic conditions in the Atlantic region showed a moderate improvement during 1960. Employment averaged about 14,000 higher than in the previous year, a gain of 3 per cent. Unemployment, on the average, was unchanged from 1959 although in the fourth quarter it was somewhat higher. The labour force averaged 14,000 higher than in 1959, one of the largest advances in recent years.

Increases in employment and earnings were reflected in a rise in total labour income. For the first 10 months labour income in the region was estimated at \$1,033 million, compared with \$978 million during the corresponding period in 1959. This represents an increase of 6 per cent, a little less than the average gain of the past seven years.

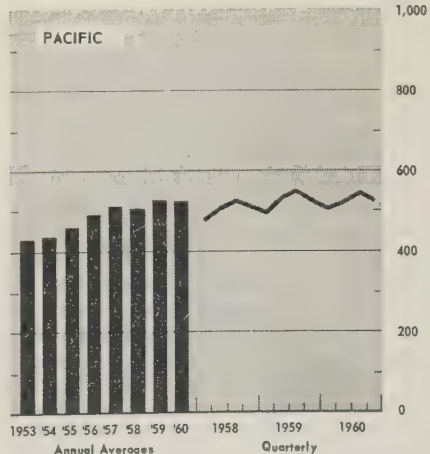
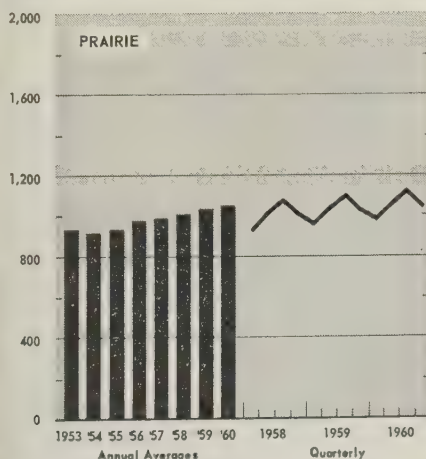
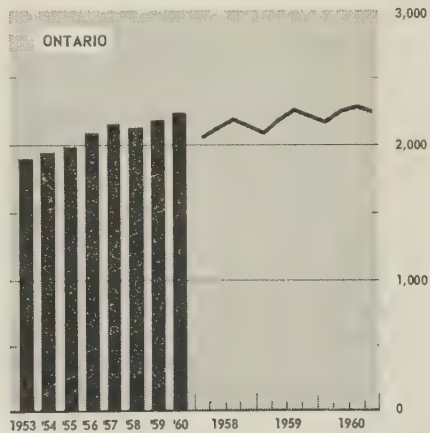
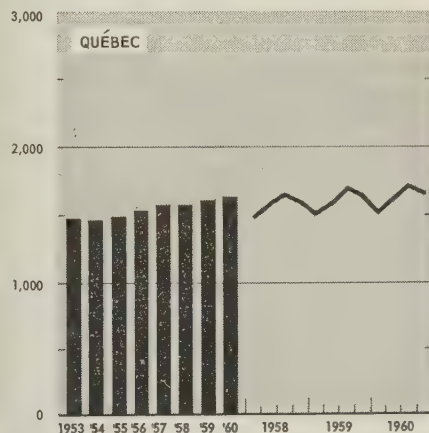
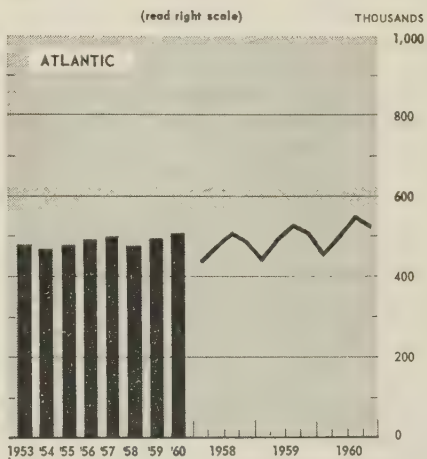
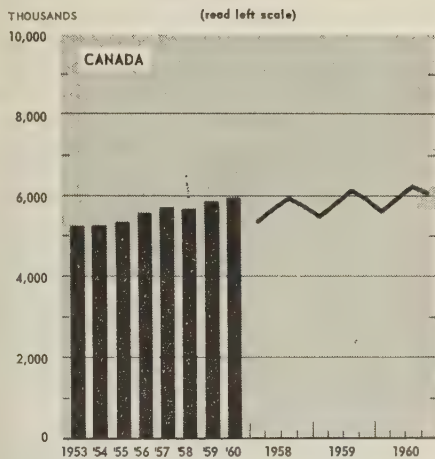
Forestry and the service-producing industries were mainly responsible for the employment expansion during 1960. Employment in forestry in the first 10 months was better than one-third higher than in the corresponding period in 1959. This improvement was confined to pulpwood logging, which had been a major source of weakness in the previous year. The lumbering industry showed less strength than in

1959, the slowdown in housebuilding activity having an adverse effect on domestic sales of lumber.

Reduced activity in rail transportation had a moderating influence on employment expansion in the service-producing industries. Employment in rail transportation in Nova Scotia and New Brunswick averaged about 5 per cent lower during the first 10 months of 1960 than in the corresponding period of 1959.

One of the more important developments in manufacturing was the recovery of the iron and steel industry. Except for the wire and nail mill, which has been hampered by market conditions for several years, the Sydney steel mills were operating at better than 90 per cent of capacity during the last quarter. Shipbuilding activity declined during the fourth quarter after increasing during the summer and early fall. The aircraft industry was a little busier than in the previous year but in the manufacture of railway rolling stock, a major source of weakness in 1959, there was little or no improvement. Pulp and paper and food and beverage plants registered modest employment advances during the year but sawmilling activity was sharply curtailed.

REGIONAL EMPLOYMENT TRENDS 1953 - 1960



Sources: Labour Force Survey, D.B.S.

Activity in coal mining continued to decline during the year. This industry has been experiencing periodic cutbacks in production since the summer of 1958. The average number employed in 1960 was down about 8 per cent from the previous year.

Construction employment was lower than in 1959, mainly reflecting the decline in housebuilding activity. Reduced employment in housebuilding, and in street and highway construction during the latter part of the year, pulled total construction employment down. Employment in other types of non-residential construction showed no appreciable change from 1959.

Quebec Region—Employment growth in 1960 in the Quebec region proceeded at a slower pace than in the previous year and was also somewhat behind the national average. The labour force grew at double the employment rate but again more slowly than the Canadian average. Most of the increase in employment occurred in the first half of the year; about the middle of the third quarter it dropped off sharply and for the rest of the year remained only slightly above the level of the previous year. Unemployment increased substantially, averaging 9.1 per cent of the labour force for the year as a whole as against a Canadian average of 7 per cent.

The slowdown in employment growth was due, for the most part, to a sharp drop in agricultural employment. The increase in non-agricultural employment (2.6 per cent) was only fractionally below that of the previous year. This was the net result of offsetting gains and losses in a number of major industries, reflecting the changes in the main components of aggregate demand that have taken place during the year. Private investment, including investment in new housing, was somewhat lower than in 1959 and there was an easing in consumer demand for domestically produced durable goods. On the other hand, demand strengthened for non-durable consumers goods and for services, and there was a rise in export demand.

Total manufacturing employment, seasonally adjusted, increased in the first half of the year but a sharp drop in the last six months resulted in a decrease for the year as a whole. First among the industries most affected were those manufacturing iron and steel products. A contributing factor was a strike of 1,500 steel workers at Lachine which lasted from mid-August to the end of October. The largest declines, mostly in the second half of the year, were recorded in machinery and transportation equipment. One conspicuous exception in this group was the aircraft and parts industry, where

employment remained at a high level throughout the year. The reduced level of construction was reflected in a decline in demand for lumber and building materials, the sales of which during the first 10 months of the year dropped more than 14 per cent from a year earlier. The demand for furniture and household appliances also showed a considerable decline as a result of the drop in housebuilding.

Increased consumer demand manifested itself mainly in increased sales of basic necessities associated with population growth, such as food and clothing. However, only in the former commodity was this increase translated into additional domestic production and employment; the demand for clothing was partly met by imports. As a result, employment in primary textiles barely held its own, whereas the clothing industry showed an employment decline.

A rise in consumer spending on services was reflected in increases in employment in most service-producing industries. Heading the list was the service industry proper, with an average employment increase of more than 4 per cent over 1959, followed by retail trade, public utilities, and finance and insurance. The only major industry in this group that showed an employment decline was transportation, storage and communication. The service-producing industries helped to offset the effect of reduced activity in manufacturing and construction and to keep employment above last year's level.

The rise in export demand for Canadian goods was, of course, reflected in the economy of the Quebec region and most directly in the mining and forestry products industries, although the effect on employment was not as great as on production. Output of the leading mineral products—*asbestos, iron ore and copper*—rose considerably during the first three quarters of the year and was accompanied by a substantial year-to-year percentage increase in employment. In absolute terms, however, this increase was not too significant, as employment in mining represents less than 3 per cent of total industrial employment. The pulp and paper industry achieved a record production in 1960, owing mainly to increased exports both to the United States and overseas. Output of pulp, newsprint and most other paper products rose by more than 5 per cent but this was not matched by an equal rise in employment. In fact, employment in forestry and in the paper products industry remained below last year's level during the first half of the year, and only later showed a slowly rising trend.

The decline in capital investment was partly reflected in a decline in construction. The value of construction contracts awarded in the region in the first 10 months of the year showed a greater percentage decrease from the previous year than in the rest of Canada. New residential construction dropped by more than 25 per cent, the fall being most marked in the first half of the year. In non-residential construction, the value of building permits issued indicates that industrial and commercial construction plans in the January-to-July period were well ahead of the year before but underwent a substantial downward revision in later months. As a result of these developments, total construction employment during the first 10 months of the year declined by close to 2 per cent from a year earlier. Toward the end of the year, residential construction experienced a sharp upturn, which, along with increased municipal building activity in connection with the Municipal Winter Works Incentive Program, has created new employment opportunities for construction workers.

Ontario Region—Ontario in 1960 experienced a continuing expansion of economic activity and, along with it, an increase in employment over the year. But in some industries the seasonal employment gain was considerably smaller than usual, mainly because of low levels of residential construction, earlier-than-usual shutdowns of automobile and parts plants for retooling, and weaknesses in some parts of heavy manufacturing, notably agricultural implements, electrical apparatus and road machinery plants. The continued growth of the trade and service industries, however, helped to lift employment well above the 1959 level.

Unemployment increased during the year. On the average, it represented 5.4 per cent of the labour force compared with 4.5 per cent in 1959. Much of the increase was among construction and metalworking occupations, and almost all of it was among men.

Employment increased by 2.3 per cent from 1959 to 1960, about the same as the advance in the previous year. The seasonal increase in the first half of the year was only about two-thirds as large as the average of the previous four years.

The rise in labour income was smaller than in most recent years. At \$6,381 million for the January-October period, total labour income was 3 per cent higher than in the previous year. During 1959, the increase amounted to 9 per cent.

One of the most notable employment developments during the year was the slight

decrease in the number of men employed while the number of women employed increased by 41,000, or 6.6 per cent. This was the product of increased employment opportunities in the service industry, which employs a relatively high proportion of women, and a weakening in those industries employing a high proportion of men, notably residential construction, iron and steel products and other heavy goods manufacturing.

Total manufacturing employment was considerably lower than in 1959. Increased employment in paper products, food and beverages, and wood products was more than offset by declines in other parts of manufacturing. High levels of production and employment were maintained in the automotive industry during the first half of the year but various production runs of 1960 models were completed in June, and many workers were released from assembly and parts plants for most of the summer, during the retooling period. After this earlier-than-usual changeover period, rehiring of automotive and associated workers began in September and continued through the rest of the year, but employment did not reach the level of the previous year.

In the aircraft industry, from a five-year employment low in January, conditions improved substantially during most of the year. Contributing greatly to the recovery of this industry were substantial orders for the DHC-4 Caribou transport aircraft manufactured by de Havilland Aircraft.

The high levels of production and employment in the iron and steel industry during the last half of 1959 carried into the second quarter of 1960. Since April, however, there has been a downward trend in the domestic market for most steel products, particularly for primary iron and steel, heavy machinery, and agricultural implements.

Layoffs were prevalent in the shipyard industry, though prospects improved during the latter part of the year as a result of new orders at the Collingwood shipyards for one large carrier and two small freighters. In addition, plants in Peterborough were awarded a contract to build large marine steam turbine drives, the first of this type to be made in Canada.

Construction employment was down 6.5 per cent from a year earlier, and was at the lowest level in five years. One of the main reasons was the low level of housebuilding; the number of units started was down about 25 per cent and the volume under construction in November was 17 per cent lower than a year earlier. On the other hand, non-residential construction had a

fairly good year and received an extra boost in late autumn when fine weather allowed construction work to continue at a high rate longer than usual.

There was considerable improvement in employment in the forestry industry: each of the first ten months showed higher employment levels than in 1959, and in August employment reached the highest level since late 1957. Increased demand for wood products and the continuing strong demand for paper products were responsible for this upturn in employment.

In the mining industry, there were few staff reductions except in uranium mining, in which gradual shutdowns occurred in the Elliot Lake region. This steady level of employment in mining produced a record value of minerals.

The underlying increase in employment in Ontario was strongly supported by expansion of the service industry. There were particularly strong demands for workers in community, government and recreational services. Ontario accounted for a considerable proportion of the all-Canada gain in employment in the service industry, which amounted to 114,000.

Prairie Region—Employment continued to expand in the Prairie region in 1960, although the gain of 1.6 per cent from the year before was considerably smaller than in most recent years. In non-farm industries substantial gains in services and trade were partially offset by moderate losses in construction, manufacturing and transportation. In agricultural employment, the long-term decline continued, although the reduction was smaller than in most previous years. Labour income in the first 10 months was 4 per cent higher than in the same period of 1959.

Unemployment in 1960 represented 4.2 per cent of the labour force compared with 3.3 per cent in 1959. Much of the increase occurred in unskilled male occupations, especially among the construction trades.

Closure of a uranium mine in northern Saskatchewan due to depletion of the ore body, along with a slight reduction in demand for structural materials, brought employment in mining below the preceding year's level. Production of other minerals continued to expand, however, and the total value of minerals produced was higher than in 1959 by 4 per cent in Alberta, 2 per cent in Saskatchewan, and 2 per cent in Manitoba. Crude oil, with a gain of about 3 per cent, and gas, up more than 20 per cent, accounted for most of the increase. These increases in petroleum output, however, were not reflected in employ-

ment gains, because the industry still continued to operate well below capacity. Coal mining employment in Alberta continued to decline, but a 12-per-cent production increase occurred in Saskatchewan, raising the production of this province to almost half of the regional total. The added production involved relatively few workers, however, because of the heavy mechanization of surface mining in northeastern Saskatchewan. Manitoba recorded the only over-all increase in mining employment as new nickel and copper developments in the northern part of the province required additional miners.

Four massive hydro electric projects, one coupled to an irrigation development, and a sizeable program of gas and oil gathering and distribution pipeline construction helped to offset a sharp drop in housebuilding in the Prairie region. Housing starts in the first 11 months were lower than in the previous year by almost 45 per cent in Alberta, more than 35 per cent in Saskatchewan, and more than 20 per cent in Manitoba. Total construction employment in the second half of 1960 was slightly higher than a year earlier in Saskatchewan, however, partly as a result of work on two hydro projects—on the South Saskatchewan River near Outlook and at Squaw Rapids, northeast of Prince Albert. In the other two provinces, employment was lower than in 1959.

Declines from a year earlier in manufacturers' shipments, ranging from 5 per cent in Saskatchewan to 1 per cent in Alberta in the first five months of 1960, brought employment in manufacturing slightly below the previous year in all provinces. Weaknesses were apparent in factories associated with the construction industry, especially with housebuilding, such as sash and door plants, furniture and appliance plants and suppliers of heating equipment.

Employment in the iron and steel industry weakened noticeably during the second half of 1960, although there was some improvement toward the end of the year as a result of increased orders of large pipe for pipeline construction. Clothing and textile plants employed generally fewer workers than in 1959. Strong export demands for pulp and paper products throughout the year resulted in improved employment levels in pulp and paper plants, and pulpwood cutting in the district between Winnipeg and Lake Superior also employed more men than in 1959. Production of sawn lumber went up 2 per cent in the January-October period from the year before, with the largest gain in Alberta.

Although retail sales in the January-October period of 1960 were down in Saskatchewan and Alberta and up only slightly in Manitoba from the same period in 1959, employment in trade held slightly above year-earlier levels through most of 1960. Employment in the transportation industry was reduced about 5 per cent in the entire region, a change that corresponded with a similar decline in railway car-loadings in Canada. Increasing demands for electric power and natural gas in the region expanded employment in public utilities operation; government, domestic, and other services also expanded considerably. Finance, insurance and real estate establishments showed moderate employment increases from 1959.

Farm cash income from the sale of farm products in the first three quarters of 1960 was 2 per cent below a year earlier. All three provinces shared in the decline. Payments other than for sales of produce were higher than in 1959, however, and brought total receipts, slightly above the 1959 nine-month total. Employment on farms declined less than in most recent years as extra help was needed in the spring to harvest grain remaining over winter in the wake of early snowstorms in the fall of 1959. The 1960 crop was comparable to the average of the past 10 years, and considerably better than the 1959 crop.

Pacific Region—Employment levelled off in the Pacific region during 1960; declines in construction, fishing and most parts of manufacturing were offset by gains in pulp and paper manufacturing, agriculture, oil and gas development, and services. Mining and smelting employment continued steady from the year before, and in the transportation industry a slight decline in railway employment was offset by higher employment in water transportation, where activity was bolstered by increased export shipments. Average employment for the year as a whole remained virtually the same as in 1959, but unemployment was 14,000 higher, mainly because of layoffs in construction and manufacturing. Labour income continued to rise and for the first 10 months was 6 per cent higher than in the corresponding period in 1959.

The forest products industries experienced a generally good year in 1960. Pulp and paper products were in strong demand and most plants operated near capacity all year; production was more than 10 per cent higher than in 1959. The first mill in the region to manufacture fine paper went into operation in June 1960. Sawmills produced about 5 per cent more lumber than in 1959; operations were relatively free of industrial

disputes and serious fire hazards. In the second half of the year, high inventories along with a slight weakening in lumber prices and lessened demand, especially for plywood, brought about some reductions in operating levels in many parts of the region.

Apart from forestry products, employment in manufacturing was generally lower than in 1959. A greatly reduced volume of fish landed held fish-canning and curing plants to reduced operating rates. Shipbuilding employment dropped as much as 25 per cent below year-earlier levels and metal-working plants supplying the construction industry experienced reduced demands for their products. The seasonal employment upswing in iron and steel plants fell short of a year earlier so that by mid-year employment was about 5 per cent lower than in 1959; further weaknesses developed as the year progressed and by the fourth quarter the employment decline in this industry amounted to almost 10 per cent.

A heavy drop in residential building in 1960—the number of units started in the first 11 months was down 46 per cent from 1959—offset a substantial increase in the construction of new highways and streets (including bridges) to hold employment in construction about even with the 1959 level from the beginning of 1960 through most of the second quarter. In the third quarter, construction employment was about 10 per cent lower the year before. Large projects under construction during 1960 included a steel plant and a pulp mill in the southern interior part of the province. Additional construction was begun for gathering-system pipelines for gas and oil, and near Vancouver expansion continued on large-scale hydro and thermal generating plants.

Preliminary estimates place the value of mineral production in 1960 at \$175 million, about 17 per cent higher than 1959, and the highest total since 1956. Exploration and development work in the mining industry (including petroleum) was also maintained at high levels, with particular attention shown to iron ore, copper, asbestos, and gas and oil. The only production decline of any consequence occurred in structural materials such as sand and gravel and resulted from lower activity in the construction industry. Employment in the mining industry was sustained at favourable levels, but the increases were not comparable to the gains in production.

Production increases in mining and forestry were an important source of employment strength in the transportation industry, especially on the waterfront; the volume of shipments in the first half of the year was about 14 per cent above that in the same

period of 1959. Employment in other non-goods producing industries also held steady. Although retail sales were down in the first 10 months by 3.4 per cent from the same period of 1959, employment in trade was only fractionally lower. In other service-producing industries such as hotels, restaurants and finance establishments, employment moved ahead of 1959 levels.

Farm employment was somewhat higher than in 1959, and farm cash income showed

a rise of 1.6 per cent. The fishing industry experienced an unfavourable year, with the whaling fleet entirely inactive and herring fishing suspended until November because of unfavourable market conditions. The salmon catch was far below average as it was a low cycle year for both sockeye and pink salmon. The total value of fish and shell fish landed in the first 10 months was about one-fifth lower than in the corresponding period in 1959.

Special Report of Unemployment Insurance Advisory Committee

After examination of full year's effect of increased contribution rates, the Committee found revenue substantially higher but expenditures much higher, too; warns that by May 1961 Unemployment Insurance Fund may be at unsafe level

In spite of the higher contribution rates that came into effect on September 27, 1959, expenditures from the Unemployment Insurance Fund for benefits during the 1959-60 fiscal year exceeded revenue, with the result that the Fund lost \$135,762,337.64 during the year.

This was one of the important points brought out in a special report of the Unemployment Insurance Advisory Committee tabled in the House of Commons on December 21, 1960.

The Committee met on October 27, 1960, in accordance with the intention stated in its previous report, tabled on August 10 last year (L.G., Sept. 1960, p. 902), to meet soon after October 1, by which time the increased rates had been in effect for a full year, to examine the effect on the Fund of the increased contribution rates.

As a result of the new rates, the revenue during the year in which they had been in effect was substantially higher than in the previous year, the report states. On the other hand, expenditures were much higher, the payments during the winter months having been "very high indeed" because of the drain caused by seasonal benefit payments.

The number of those drawing regular benefit was also "much higher" than in 1959. In September 1960 the total of live claims was 279,531, compared with 201,598 for the same month in 1959, an increase of 38.6 per cent.

"It is not safe to estimate that the Fund will have a balance of greater than \$140,000,000 to \$150,000,000 at the end of March 1961," and it may be lower, the report says.

As a result of seasonal benefit claims during April and May, "by the end of May 1961 the Fund will possibly be as low as \$85,000,000 and certainly at a most unsafe level."

The Committee said that it found no grounds upon which to modify the recommendations contained in its reports of July 8, 1958 (L.G. 1958, p. 1034) and July 27, 1960 (L.G., Sept. 1960, p. 902), and urgently repeated its previous recommendations regarding increasing the Government's contribution and also replenishing the Fund by a grant as recommended in the July 1960 report.

The Committee heard representations from a delegation of officials of the United Automobile Workers, led by George Burt, Canadian Director of the union, regarding earnings in respect of vacation periods and the right to draw unemployment insurance benefits during such periods. After considering these representations, the Committee decided not to change the unanimous decision it had reached on this matter at its July 1960 meeting.

The question of unemployment insurance benefits for persons of 65 years of age and over, which was discussed at the July meeting, was further considered by the Committee. No decision was reached on certain suggestions that were made by the Unemployment Insurance Commission at the previous meeting with the object of checking abuse of the fund by older applicants for benefit, and it was decided to discuss the matter further at the next meeting.

The Committee also gave further consideration to the questions of the impact on the Fund of payment of benefits to married women. "The problem has been discussed at every meeting of the Committee without an agreement being reached on a recommendation which would be unanimous," the report said. Some notes on the practices of other countries with

regard to claims by married women were attached to the report.

The Committee decided to continue its study of the problem. It stated that "the drain on the Fund is considerable," and that "means must be found to check improper claims."

The report is printed in full below.

Special Report of the Unemployment Insurance Advisory Committee Resulting From Meeting, October 27, 1960

To His Excellency

The Governor General in Council:

The concluding paragraph of the Committee's Report of July 27, 1960, reads as follows:

The Committee plans to meet again soon after October 1st, 1960, at which time the increased contribution rates will have been in effect for a full year. After such meeting a further report will be submitted in which the results for one year respecting revenue and expenditures under the increased contribution scale effective September 27th, 1959, will be given.

In compliance with the foregoing the Committee met on October 27, 1960, to review the revenue to, and the expenditure from, the Unemployment Insurance Fund for the 12 months ended September 30, 1960, in comparison with same months of 1959.

The four members nominated by employer organizations attended but only two of those nominated by employee organizations were able to attend. Mr. Stephens had other engagements and Mr. Mathieu was prevented from attending because of the sudden death of his father.

Attached is a comparative statement, month by month, for the 12-month periods ended September 1959 and September 1960 showing [overleaf]:

Profit or loss on sale of securities

Total net Revenue

Total Expenditures

Balance in the Fund

It will be observed that the revenue has been substantially higher due to the new contribution rates which became effective September 27, 1959, and the increase agrees fairly well with the estimates given by the Actuary.

On the other hand the expenditures have been much higher than in 1959 and the payments during the Winter months have been very high indeed, because of seasonal benefit payments.

The number of those in receipt of regular benefits has been much higher than in 1959. In September 1960, the total number of live

claims was 279,531 as compared with 201,598 for the same month in 1959. This is an increase of 38.6%.

September is usually the month of the year when claims are relatively low.

A statement follows, showing the active unemployment insurance claim load month by month, for the three years, 1958, 1959 and 1960:

Active Claimants by Months

	1957-58	1958-59	1959-60
October.....	268,005	323,530	250,583
November.....	403,273	419,233	417,541
December.....	744,249	714,954	685,689
January.....	834,544	785,071	782,542
February.....	869,349	795,999	814,241
March.....	859,639	766,862	823,005
April.....	722,252	610,770	714,894
May.....	551,103	279,431	364,323
June.....	445,487	220,548	296,445
July.....	300,826	225,945	294,137
August.....	294,587	209,966	280,195
September.....	282,587	201,598	279,531

It will be noted that the total revenue for the 12 months ended September 30, 1960, \$322,976,253.86 increased from \$228,263,101.62 in the previous year by \$94,713,152.24.

The expenditures for benefits in 1959-60 were higher than the revenue, even at the new contribution rates effective in that year. This entailed a loss to the Fund of \$135,762,337.64.

As has been stated in previous reports of the Committee, the difficulty, it is apparent, is that a balancing revenue has not been provided to pay the expenditures for the heavy seasonal benefit payments, and loss by payments under the regulations for fishermen.

It is most difficult to estimate how great the drain on the Unemployment Insurance Fund will be during the forthcoming months.

It is not safe to estimate that the Fund will have a balance of greater than \$140,000,000 to \$150,000,000 at the end of March 1961, and should unemployment be higher than last winter the Fund may well be lower than the figures mentioned.

UNEMPLOYMENT INSURANCE FUND

(Selected figures taken from Commission's monthly reports)

—	Profit or Loss on Sale of Securities		Total Net Revenue		Total Expenditure		Balance in Fund	
	1958	1959	1958	1959	1958	1959	1958	1959
Month								
October.....	L 81,572.90	—	20,283,200.09	23,357,196.24	20,225,925.74	13,761,554.32	643,934,049.60	464,834,421.33
November.....	L 1,597,842.09	L 687,250.00	19,045,678.09	27,823,610.54	21,099,485.80	17,479,376.35	641,880,241.89	475,178,655.52
December.....	L 3,169,580.19	L 1,465,387.50	17,013,284.32	28,576,933.39	33,530,160.00	32,661,332.95	625,363,366.21	471,094,255.96
	1959	1960	1959	1960	1959	1960	1959	1960
January.....	L 200,000.00	L 227,500.00	20,244,862.32	29,135,805.55	55,617,337.64	54,344,674.19	586,990,920.89	445,885,372.32
February.....	L 2,230,088.43	L 3,209,437.50	18,446,070.36	24,841,607.92	58,037,486.77	62,585,968.43	547,399,504.48	408,141,026.81
March.....	L 4,526,424.42	L 2,825,671.50	18,238,257.70	32,588,270.44	65,826,004.07	74,837,064.30	499,811,157.51	365,892,232.95
April.....	L 525.00	L 894,173.50	14,681,844.02	22,194,917.24	59,930,502.62	61,767,880.26	454,462,498.91	326,319,269.93
May.....	L 525.00	L 812,280.00	18,831,693.78	25,137,592.93	40,446,281.55	52,213,351.82	432,847,911.14	299,293,511.04
June.....	.....	L 3,631,000.00	19,406,132.90	23,735,928.09	18,101,353.40	26,841,962.03	434,152,690.64	290,187,477.10
July.....	.....	L 280,910.00	21,791,667.44	29,878,737.04	14,887,217.11	19,702,606.90	441,357,140.97	306,363,607.24
August.....	P (1) 2,280.00	L 1,393,826.25	20,426,861.74	28,320,628.14	13,123,155.75	21,356,560.34	448,660,846.96	313,327,675.04
September.....	.....	L 516,074.58	19,953,518.86	27,335,026.34	13,375,586.41	21,186,269.61	455,238,779.41	319,476,441.77
TOTAL.....	L 11,803,763.03	L 15,943,710.83	228,263,101.62	322,976,253.86	416,901,097.46	458,738,591.50		

(1) Recovery of a loss recorded on a previous sale.

In addition, after the end of the fiscal year March 31st, 1961, there will be heavy expenditures, in excess of revenue, due to seasonal benefit claims during April and May. By the end of May 1961 the Fund will possibly be as low as \$85,000,000 and certainly at a most unsafe level.

Section 89 (1) of the Unemployment Insurance Act specifying the duties of the Committee reads in part as follows:

...and shall also make a report to the Governor in Council on the financial condition of the Fund whenever the advisory committee considers that the Fund is or is likely to become, and is likely to continue to be, insufficient to discharge its liabilities, and may make a report on the financial condition of the Fund at such other times as the Advisory Committee may think fit.

Section 89 (2) reads in part as follows:

...the report shall contain recommendations for such amendments of this Act or the regulations as the Advisory Committee considers appropriate, and an estimate of the effect that the amendments recommended will have on the financial conditions of the fund.

In its report of July 8, 1958 the Committee reported regarding the drain on the Fund, in part as follows:

The Committee calls attention to the serious drain on the Fund created by the heavy load of payments during the year.

Special mention is made of the very heavy expenditures which have been required to meet the Seasonal Benefit Payments.

There was, unquestionably a need for the special provisions to meet the emergent situation last winter. The Committee is gratified to find that the benefit payments could be made so satisfactorily through the Commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the Fund is made good.

We trust that the Government will take action to replace the drain on the Fund, (by reason of extension of the Seasonal Benefit Period) by a grant.

In this connection, attention is called to the drain on the Fund by the enactment of provisions for payment of benefits to Fishermen. In the fiscal year the drain on the Fund is reported as four and one-half million dollars. In a full year the drain will be ten million dollars.

Repeating previous recommendation, we submit, that the loss to the Fund, by extending benefits to Fishermen, should be paid from sources other than regular contributions.

In compliance with its statutory duty imposed by section 89 of the Unemployment Insurance Act the Committee in its July 1958 report made recommendations and paragraphs 31-32 and 33 of the report are quoted hereunder.

Recommendations—Commission Proposals

The Committee recommend for your favourable consideration the following proposals of the Unemployment Insurance Commission:

1. revise existing schedules of contribution and benefit rates by the addition of two new classes at the top of the earnings range; readjust and consolidate some of the lower classes and revise rates of allowable earnings;

2. provide for elimination of wage ceiling of \$4800.00 in present Act and substitute authority for the Commission to fix a higher wage ceiling to suit conditions.

Recommendations to Stabilize Fund

There is agreement on the need for additional revenue for the fund. Under the Provisions of the Act it is the Committee's duty to so inform you.

Recognizing that the original Unemployment Insurance Plan has been extended over the years: (1) to provide benefits for workers, in the winter months, whose periods of contribution are intermittent and limited; (2) to extend coverage to many classes recognized as poor risks; provisions for whom would otherwise have fallen on Government, at some level, the Committee respectfully recommends that the division of responsibility for revenue to the Fund as between Employers, Employees and Government be adjusted so that the contribution from each be made equal; in other words, that the contribution from the Government be made equal to one-half that of the combined contributions from Employers and Employees.

In amplification of the reasons for the recommendation that the Government contribution be increased, attention is called to the following, as some of the expenditures, with which the Fund has been burdened and for which provision for sufficient balancing revenue has not been made,—

1. Benefits for Fishermen, which in a full year will create a drain of ten million dollars.

2. Extension of Seasonal Benefits, which have created expenditures double those contemplated.

3. Inclusion of Lumbering and Logging Industry.

4. More generous regulations permitting Seasonal Workers to obtain benefits more readily.

5. When coverage has been broadened it has had the effect of bringing in groups which created a drain on the Fund, for example Fresh-water Sailors and Stevedores.

The rates for contributions were increased effective September 27, 1959. However there was no balancing revenue provided to meet the heavy expense of the seasonal benefits and the rate of contribution to be paid by the Government was not increased.

The increase in contribution rates was based on the Actuary's report and the theory upon which the actuarial calculations were made was that the level of employment for the five years 1959 to 1963 inclusive would equal the average level of the five years ended March 31, 1958. This theory up to the present has proved to be far too optimistic.

The unemployment benefits have been very much higher than provided for by the revenue even with the increased rates. Added to which is the fact that the expenditures necessitated by the seasonal benefit

requirements have been steadily increasing. The loss by inclusion of fishermen has been heavy.

The Committee again met in July 1960 to consider the standing of the Fund as at the end of the fiscal year March 31, 1960.

	1960
Balance at Credit of Unemployment Insurance Fund	365,892

The decrease from 1959 was \$139,919,000.

The balance shown does not represent the market value of Securities held. Under the existing Bond Market conditions, the value of the Balance is 8% to 9% less than that shown.

The Committee reports its concern regarding the rapid decrease in the balance, namely, a drop from \$859,471,000 in 1956 to \$365,892,000 in 1960. We consider it is now below a safe level and there is a danger of it becoming insufficient to discharge its liabilities.

This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04 and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of Bonds.

3. The Committee calls special attention to two of the several items which create major drains on the Fund. The first referred to being:

(a) *Extension of the Seasonal Benefit period* by two months in each of the last two Winters and extension of three and one-half months in the Winter of 1957-58. These extensions cost \$110,208,000 and the expenditure made it necessary to sell securities at a loss of 8%, making the total cost \$119,024,000.

No revenue was provided by Parliament when the concessions were granted. We recommend that the total cost, namely \$119,024,000 paid out of the Fund, be replaced by a Government Grant.

We submit, in all fairness to the Unemployment Insurance Plan, that this replenishment should be provided. We respectfully submit that Parliament met the emergent condition of seasonal unemployment prevailing during extended periods by instruction that benefits were to be paid out of the Unemployment Insurance Fund but did not provide for a source of balancing revenue to meet the expenditure. We submit that the actions proposed would be logical and proper and that a grant to the Fund, as proposed of \$119,024,000 would receive general approval.

(b) *The second major item of drain on the Fund is caused by the extension of coverage to the Fishing Industry.* The loss to the Fund during the past three years has been approximately \$23,000,000.

It has been the experience of the Commission that it is impossible, due to the nature of the Industry, to devise Regulations to equitably treat unemployment in this Industry under the Unemployment Insurance Plan because, in the large majority of cases, there is no contract of service and, consequently, the control provisions of the Act are of little value.

The Committee respectfully recommends that assistance to unemployed Fishermen should not be financed through the Unemployment

Paragraphs of the report are quoted below:

2. The Committee reports that the balance in the Unemployment Insurance Fund as at March 31st, 1960, was \$365,892,000. The comparison with other years is shown below:

1959	1958	1957	1956
(in thousands of dollars)			

499,811	744,200	878,441	859,471
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Insurance Act and that other means be found to finance assistance to Fishermen.

Part of the \$23,000,000 loss to the Fund caused by the coverage of the Fishing Industry has been included in the cost of extending the period for Seasonal Benefits. The balance of the loss would approximate \$12,000,000. This amount it is submitted should also be refunded. The total that is requested to be refunded is, then, \$119,024,000 plus this \$12,000,000 balance making a total of \$131,024,000.

Conclusions Arrived at October 27, 1960 Meeting

As hereinbefore stated the Fund will probably be reduced at March 31, 1961, to under \$150,000,000 and by the end of the Seasonal Benefit payments, say at May 31, 1961, will be not more than \$85,000,000.

The Committee finds no grounds upon which to modify the recommendations contained in its reports of July 8, 1958, and July 27, 1960 and respectfully and urgently repeats its previous recommendations regarding increasing the Government's contribution and also replenishing the Fund by a grant as recommended in the July 1960 report. The Committee expresses confidence that the Government will take suitable action.

Earnings in Respect of Vacation Periods

Mr. George Burt, Canadian Director, United Automobile Workers, met with the Committee by appointment to discuss the proposed method for dealing with "Earnings in Respect of Vacation Periods".

He was accompanied by Messrs McDonald, Smith, Iverson, and Conway, all District officials of the United Automobile Workers.

The contention was that the vacation pay should not be considered as earnings for more than the vacation period, for example—the vacation period might be fixed for a two-week period. A man might have vacation pay equal to three-weeks earnings. If there was a shutdown after the vacation period the contention was that unemployment insurance benefit should be paid for the third and subsequent weeks.

The Commission's proposal was that, in such a case (should the vacation period be followed by a shutdown) there would be

no unemployment benefit paid for the first week of the shutdown since the employee would have received vacation pay for a three-week period.

The further statement was made by the delegation that in the case of a man who had earned vacation pay equal to a period less than the vacation period he should be paid unemployment benefit for the second week of the vacation shutdown, in other words, that benefits should be paid in both examples.

The Committee gave the delegation an attentive hearing and the delegation withdrew.

This question had been discussed at the July 1960 meeting of the Committee. The section of the minutes dealing with the matter follows:

31. *Earnings in Respect of Vacation Periods*—Mr. McGregor read a memorandum from the Commission stating that an anomalous situation had recently arisen with regard to the allocation of the earnings of claimants who receive pay from their employers in respect of a period of vacation shut-down. From November 1958 up to the present time, the regulation governing this matter had been amended several times and, in respect of an amendment made in March 1960, confusion and misunderstanding had arisen.

The Commission had decided to suspend the March 1960 regulation, and now requested the views of the Committee on its proposal to restore a regulation put into effect in November 1958. This regulation had provided that holiday pay was to be applied to the whole period represented by the pay when pro-rated at the employee's normal weekly rate of wages.

32. It was moved by Mr. Urquhart and agreed unanimously that the November 1958 regulation be restored, effective January 15, 1961, with the stipulation that Mr. McGregor and Mr. Andras confer on the implication of the term "usual basic earnings" which had been contained in the regulation and, if the intention could be better expressed in different words, recommend a substitution to the Commission.

Decision

After considering the representations made by Mr. Burt and his Committee, and also in consideration of the fact of the previous unanimous decision, it was decided not to change the decision of July 1960.

Unemployment Insurance Benefits to Persons Aged 65 and Over

At the July 1960 Meeting the Commission presented a memorandum dealing with the claims from older workers, reporting the heavy incidence of such claims, their long average duration and the financial claims arising therefrom. The problems of placing older workers was detailed in the report, and reasons given for the doubt that many really were seeking work, rather than that they were not simply applying for work in order to obtain benefits.

The Commission, at the July 1960 meeting, made three suggestions for consideration, as follows:

1. To treat a claimant's income from an industrial pension as earnings for benefit purposes.

2. As an alternative, to discontinue coverage after an insured person was within a stated number of years of retiring age.

3. As another alternative, to require any person who becomes a claimant after he has gone on pension or reached retiring age (for example, 65) to requalify wholly on contributions made after that date, as evidence of attachment to the labour market.

There was a full discussion at the July 1960 meeting, but no agreement.

The "employee members" expressed the firm view that the situation had not changed since the discussion in 1948 and 1949. It had been acknowledged then that to cut a man off benefit because he drew a pension was the same as to apply a means test, which has no proper place under an unemployment insurance plan. It was said that, as a man passes age 50, it becomes exceedingly difficult for him to find a job. They felt that the Commission had been very efficient in its administration, i.e., in getting pensioners who do not wish to work off its benefit rolls. They were in agreement in urging the Commission not to discriminate because of age and emphasized that many people of age 65 or over just cannot go out and get a job for 15 weeks to requalify for benefit.

The "employer members" were in favour of some control which would eliminate the man who was not actually seeking work. They were of the opinion that there were many who were drawing benefits, who were being paid retirement pensions and Old Age Security pensions who were not really in the labour market.

The question was laid over until the October meeting, with a request that the Commission ascertain how other countries dealt with this problem.

At the October Meeting the Commission reported regarding other countries as summarized hereunder:—

1. The I.L.O. report (issued in 1955) said "it is sometimes desirable to exclude persons above a certain age from the coverage of unemployment insurance".

2. The I.L.O. report pointed out that virtually all countries provide for disqualification from unemployment benefit when applicant was in receipt of one or more types of other social security benefits.

3. The I.L.O. report also points out that a number of the existing unemployment benefit schemes contain exclusion based on age.

4. In regard to the United States the rules vary in the different States, nearly half of the States treat pensions as earnings, which has the effect of reducing Insurance payments.

In view of the unbalanced attendance (only two "employee members"), no conclusion of the problem could be reached at the October meeting.

It was decided, however, to give particulars of the problem in this report and to state the matter would be further discussed at the next meeting.

In the meantime the Commission staff was fully aware of the problem and was doing what it could to eliminate improper claims.

All members of the Committee believe that persons really anxious for employment and capable for work, who have contributed for benefits should not be denied them. Nevertheless they are gravely concerned about the improper claims and the drain on the Fund. It is hoped the Commission can devise an administrative procedure which will stop fraudulent claims; at the same time the Committee has full appreciation of the difficulties, when the opportunity of testing applicants by referring them to work is not always available.

Impact of Payment of Benefits to Married Women

Consideration was given to a Commission memorandum outlining the history of the regulation formerly applied as a test of the availability and willingness of married women to work, the revocation of this regulation and the ensuing increase in the amount and volume of married women claims, and suggesting several possible remedies for the serious situation which had developed. The Dominion Bureau of Statistics showed that claims from married women were proportionately greater in volume and amount than claims from single women, and exhaustions of benefit rights were considerably more numerous. This led to the conclusion that, because of the responsibilities of marriage, children and the care of a home, and because of the lessened necessity of receiving an income from working, many married women, particularly in the age group 25 to 44, are claiming benefit when they are really unemployed and available for work, or unable to find work. Possible remedies suggested by the Commission were:

1. A married woman could be allowed a voluntary exemption from payment of contributions.

2. A married woman could be excluded from receiving benefit if her husband was employed.

3. Regulations along the lines of those previously in effect could be reintroduced. (This would only affect recently married women and would not deal with the problem of the woman who re-enters the labour market after her children are of school age.)

4. A married woman could be disqualified as not available for employment if she had children under school age (five years of age or under).

5. A married woman could be required to establish qualification wholly on contributions made after marriage.

The problem has been discussed at every meeting of the Committee, without an agreement being reached on a recommendation which would be unanimous.

The "employer members" favour reinstatement of the regulation providing that a woman after marriage should be required to prove attachment to the labour force by a period of employment before she would be considered for benefit payments. There is no reason, however, to believe that such a regulation would be any more acceptable than was that previously revoked at Government level because of strong objections on the ground that it was discriminative.

The "employee members" believe the problem is an administrative responsibility and favour more referrals to the Boards of Referees of the cases where there is conviction that the applicant for employment is simply interested in obtaining unemployment benefits.

Until the Committee reaches agreement, a recommendation based on a divided opinion of the members of the Committee is, obviously, inadvisable in view of the circumstances which brought about the revocation of the previous regulation.

This problem is, of course, one common to all countries where unemployment insurance is in effect. Attached to the report are some notes on the practices of other countries.

Some of the provisions in other countries are quite similar to the married women regulations which were applicable for several years in Canada and which were revoked in 1957.

The Unemployment Insurance Code for the State of California, in 1955 passed a section applicable to both men and women who leave employment to be married or because of marital duties. The section restricted their right to claim benefits.

Making the section of the Code applicable to men and women was probably to circumvent charges of discrimination but the restrictions would seldom apply to men.

One proposal which seemed to members of the Committee worth a trial was that the practice be followed of referring cases where there was good grounds for believing the applicant was seeking benefits rather than employment to the Board of Referees.

To make such a plan work there would require to be less formality about cases before the Boards, and an understanding that it was an opinion which was desired rather than a firm decision.

There is the strong probability that a requirement of this kind would mean that many improper applications would disappear.

The officials of the Commission and the members of the Commission were not impressed with the proposal. Based on experience they were inclined to the view the Boards would favour the applicants unless proof was given they did not want work. When there were no jobs available, they asked "how can proof be obtained?" The Committee believes that the responsibility for proof should rest with the applicant.

The Committee is very anxious that every possible means be taken to strengthen the authority of the Commission and its staff so that the objectives of the legislation may be fulfilled, e.g., "that those persons seeking employment who are eligible for benefits be given prompt payments, but that those who make false claims are denied benefits and those knowingly guilty of fraud are punished."

The Committee will continue its study of the problem, and it is confident that the Commission will also give it constant attention. The drain on the Fund is considerable and warrants the matter being reported. Means must be found to check the improper claims. It is hoped a method of strengthening the administrative procedure may result which would be much more satisfactory than the adoption of a regulation which could be claimed to discriminate against women.

Staff

The Committee wishes to record its appreciation of the action of the Minister and the Government in granting authority to the Commission to increase its supervisory staff and to increase the number of enforcement officers.

Respectfully submitted,

A. MACNAMARA,

Chairman.

Report Approved by

Alan Y. Eaton
James Hunter
H. Shoobridge
T. C. Urquhart
A. Andras
J. G. McLean
S. A. Stephens

Memorandum Containing Notes on Provisions in Unemployment Insurance Practices Regarding Women Who Leave Employment Because of Marital Responsibilities.

France and New Zealand

These countries pay unemployment assistance, as their schemes of protection against unemployment are not insurance schemes. In both countries, a married woman is disqualified from receiving an unemployment allowance if her husband is able to maintain her.

Belgium

There are two forms of control:

1. Except for a few limited categories, daily reporting is required of unemployment insurance benefit claimants, whether male or female.

2. Any unemployed woman claiming benefit (a) as a qualifying condition must attend where appropriate the general or special training courses in accordance with the terms laid down by the Minister of Labour;

(b) may either be disqualified or have her previous credits cancelled and be required to re-establish qualification through a further period of insurable employment if she has refused suitable employment, or left employment without just cause, or been dismissed due to circumstances within her control.

Germany (Federal Republic)

The unemployment insurance law exempts married women:—

(a) in home industries with low earnings (not over a specified monetary amount per week), and

(b) in any employment ordinarily not exceeding 24 hours a week or paid not more than a specified small monetary amount per week (the provisions of (b) apply to any employee whether male or female).

The Netherlands

A claimant whether male or female cannot qualify for benefit unless such claimant is the breadwinner for the household. The income of other members of the claimant's household is taken into account and is verified by enquiry at the home.

Ireland

A married woman must have paid 26 contributions *after marriage* to qualify under the general scheme. For this, the ordinary requirement is similar to that of the United Kingdom (i.e. 26 weeks of contributions paid since first entry into insurance and 50 weeks of contributions paid or credited in the preceding contribution year, with a reduced rate of benefit payable if the number of contributions paid or credited is less than 50, but at least 26).

Britain

A married woman who, although working, elects not to be insured is exempted from payment of national insurance contributions. This provision is based on the principle that unemployment insurance is unnecessary for people who are *prima facie* not dependent on employment for their own livelihood.

Since the national insurance contribution (covering unemployment, sickness, old age, etc.) is a sizable weekly amount, nearly fifty per cent of married women in employment in Britain take advantage of the exemption and rely on their husband's insurance. Those who elect to be insured are apparently eligible for benefit without any special restrictions.

United States

The individual State unemployment insurance laws differ in their provisions but a large number place restrictions on the payment of benefit where 1. unemployment is due to marital obligations (21 States) and 2. unemployment is due to pregnancy (35 States).

1. *Marital Obligations.* A claimant who leaves work voluntarily because of marital obligations (including leaving to get married) is deemed unavailable for employment in five States and is disqualified in 16 States. (In two of these the disqualification is limited, in the other 14 it is for the duration of the unemployment). However, in numerous States the disqualification or presumption of non-availability following such separation is removed in the following circumstances:

(a) if the claimant has again worked a specified period (e.g. 5-14 weeks in Maine)

or has earned a specified amount (e.g. \$200 in Indiana);

(b) if the claimant has become employed in bona fide employment (e.g. California, Illinois);

(c) if the claimant has served a specified disqualification period (e.g. 10 weeks in Colorado);

(d) if the claimant has become the main support of her family (e.g. California, Minnesota).

In some States, (e.g. Minnesota) all wage credits are cancelled if the claimant was dismissed because of the employer's rule against retaining married women in his employ. This cancellation of credits is not applicable if the claimant leaves to join her husband in his new residence and immediately upon arrival enters into the labour market and makes reasonable efforts to obtain work.

5th Annual Convention of the Quebec Federation of Labour

Unemployment and formation of new political party given most prominence during three-day meeting. Resolution favouring new party adopted almost unanimously

(Translation)

The formation of a new political party and increasing unemployment were the two most important subjects to come under discussion by the delegates to the 5th annual convention of the Quebec Federation of Labour (CLC), which took place in Quebec November 17 to 19.

Of about 500 delegates present, almost all were in favour of the formation of a new political party, and several union heads who at last year's convention had been opposed to such a project announced that they were now completely convinced of the necessity of such action.

An evening was devoted to a study period on the new party.

The resolution that gave rise to the most lively discussion, however, was that recommending the exchange of labour delegations between Canada and Communist countries. By a strong majority, the delegates reversed the decision of the resolutions committee, which had recommended rejection of this resolution.

During the three-day convention, delegates studied more than 200 resolutions dealing with a wide variety of subjects, ranging from respect for the rights of man to health insurance, as well as the necessity of forming a Department of Education in the province of Quebec.

At the end of the convention, the delegates re-elected the entire outgoing executive committee by acclamation.

Two provincial ministers, Hon. René Hamel, Minister of Labour, and Hon. René Levesque, Minister of Public Works, were present.

The convention was opened by J. B. Hurens, President of the Quebec Labour Board. Gérard Moisan, acting Mayor of Quebec, and Roland Barette, of the Co-operative Council of Quebec, also spoke.

The International Confederation of Free Trade Unions sent a fraternal delegate, Roger Dekeyzer, President of the International Union of Transport Workers and a senator in the Belgian Government.

The President of the Canadian Labour Congress, Claude Jodoin, also spoke.

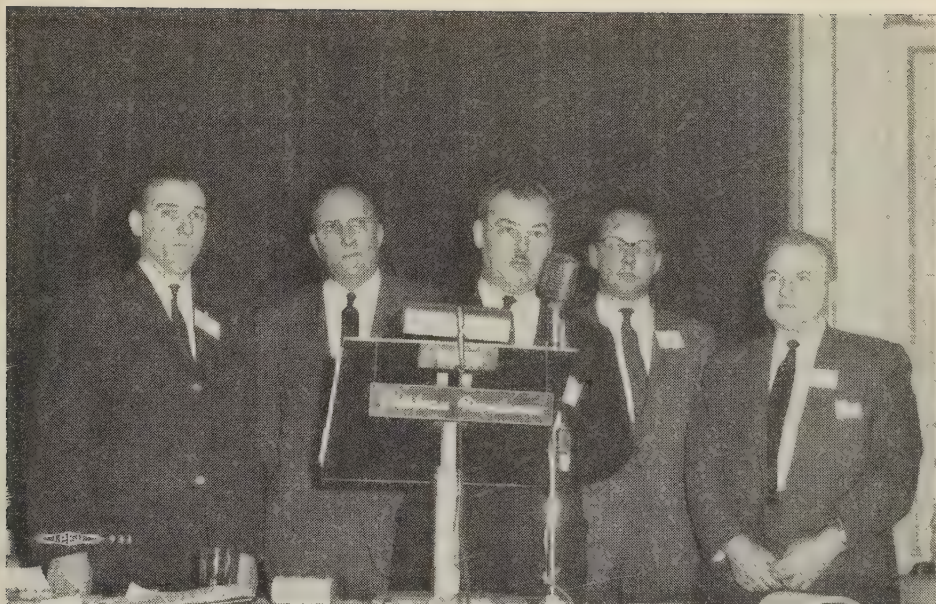
Roger Provost

Economic planning, a policy of government controlled economy, is the only means that can produce full employment, declared QFL President Roger Provost in his opening address.

Only the Government can set this mechanism in action, he added, but specified that it would not be necessary to nationalize industries in order to assure this planning on a national scale, but rather to nationalize initiative.

Economic planning, a policy of government controlled economy, is the only means that can produce full employment, declared QFL President Roger Provost in his opening address.

"It matters little whether this measure is called planning, state controlled economy, or socialism. What we are interested in



—Federal Photos, Montreal.

Executive of the Quebec Federation of Labour, all re-elected for another term in 1961, left to right: Adrian Gagnier, Treasurer; Edouard Larose, Vice-President; Roger Provost, President; Jean Gérin-Lajoie, Vice-President; and John Purdie, Secretary.

doing is finding, within the framework of Canadian political democracy, the means of securing work for the thousands of unemployed persons who do not know what to do with themselves."

In his 4,000-word speech, the President touched on only two subjects: unemployment and the formation of a new political party.

He reiterated that the labour movement does not wish to form a labour party.

"We wish to contribute to the formation of a political party in which will be included farmers, members of co-operatives, citizens with liberal views, and workers," he said.

Mr. Provost denied the existence of a two-party system in Canada at the present time, and stated that the workers are striving for the formation of a new political party, "not out of any lust for power, but from a strong desire to accomplish their self-imposed mission, that of making this country truly democratic."

Mr. Provost stressed the necessity for Quebec to be represented when the new party is created. "The province of Quebec has its own characteristics, traditions, and culture. Therefore, it is essential that in the new party it be given the opportunity to work toward the full development of its culture and personality."

We acknowledge the political freedom of each worker who is a member of this Federation, Mr. Provost said, but every day

we realize more and more that problems of unemployment, social security, and many others can only be solved by a new party, and that it is the personal responsibility of each worker to contribute toward giving the workers the instrument they need to reach their legitimate goals.

The New Party

The delegates decided by an almost unanimous vote to take an active part in the foundation of a new political party. The 500 delegates decided, with great enthusiasm, to approve this project, on both the federal and provincial levels, and to send a large delegation to the founding meeting in Ottawa next August, so that the interests of Quebec would be taken into account when the new party was formed.

The convention accepted the recommendations made by the Federation's representatives on the committee on the formation of a new party, which stated that:

1. The Quebec Federation of Labour should support and adopt the same resolutions concerning political action as were passed at the CLC convention in Montreal last April (L.G., June 1960, p. 562) and in Winnipeg in 1958 (L.G. 1958, p. 589) providing for union participation in the formation of the new party;

2. The QFL should co-operate with the provincial committee in sending a representative delegation from Quebec to the national meeting for the creation of the new party in Ottawa in August;

3. The QFL should co-operate with the provincial committee in creating an efficient organization in connection with constituencies and professional organization, with a view to the next federal elections;

4. The QFL should co-operate with the provincial committee in the preparation and organization of a meeting to form the new political party at the provincial level, with a view to assuring adequate representation for the workers of Quebec;

5. The QFL should co-operate with the provincial committee to create an efficient organization in connection with constituencies and professional organization, with a view to the next provincial elections;

6. The QFL should try to get its members to give full support to the forthcoming subscription campaign to the amount of one dollar per member ...

Many persons who in the past had shown opposition to political action on the part of unions have changed their opinion, and are now in favour of action within the Federation.

The way was prepared by holding a study meeting the day before, sponsored by the Education Committee, to give precise information on the nature of the program, and on the structure of the new party. About 20 delegates spoke at this session, none of whom was categorically opposed to the project.

Robert Lavoie, of the International Association of Machinists, said he would support the creation of a new party as long as the financial resources of the unions were not involved. Leopold Lavoie, of the United Brotherhood of Carpenters and Joiners, agreed, and advocated that financial participation by union members remain voluntary.

A representative of the Oil, Chemical and Atomic Workers' International Union, Fernand Daoust, appealed to all union members in Quebec, and to citizens of the entire working class in the province, to give full support to the creation of the new party.

In addition, Jean Philip, of the United Textile Workers, stressed the fact that the workers were the group with the most experience in democracy, on account of their union activities, and said that this experience should be used to give Canada a truly democratic political party.

Unemployment

The problem of unemployment was studied at great length by the delegates in the course of the three-day convention. A number of resolutions were adopted.

The main resolution put forth suggests two types of solutions, immediate and long-term, to the problem of unemployment.

Immediate solutions suggested were:

—Starting of all kinds of projects by the municipal, provincial and federal governments;

—Establishment of a system of quotas to control the importation of foreign goods which compete unfairly with Canadian products;

—Amendment of the Municipal Winter Works Incentive Program so that federal and provincial grants will cover the cost of materials as well as labour, and so that this assistance may be made available for the year round.

Suggested long-term solutions were:

—Adoption of a controlled economy that would provide for the development of all our resources, and the maintenance of full employment;

—Nationalization of public services;

—Installation in Quebec and the Maritime Provinces of factories for the processing of our raw materials;

—Creation of numerous trade schools for the training of specialized workers.

The convention also requested that the Federation form a committee of five members whose function would be:

—To investigate the employment situation by region and industry;

—To supervise the application of the Unemployment Insurance Act and the functioning of various divisions and offices of the Unemployment Insurance Commission;

—To make representations to members of the boards of referees and the advisory committees;

—To draw up a policy for the benefit of the working class in reference to unemployment and full employment, as well as a program for education and action, and to submit it in its entirety to the QFL Executive Committee.

The delegates also recommended measures such as subsidiaries to industry and construction during winter, the establishment of refineries and factories in Quebec for the processing of iron ore, the buying of products made in Canada, and the negotiation of a reciprocity agreement with the United States in order to eliminate the tariffs imposed by the United States Congress.

Several delegates suggested additional remedies. Raymond Lapointe, of the United Steelworkers of America, declared that Canada must have complete control over her credit in order to solve the problem of unemployment. He also suggested nationalization of chartered banks. One of the Vice-Presidents of the Federation, Jean Gérin-Lajoie, stressed the necessity of developing secondary industries. Fernand Daoust, of the Oil, Chemical and Atomic Workers' International Union, advocated the organization of mass demonstrations and marches on government centres.

Unemployment Insurance

The delegates requested that unemployment insurance benefits be established on a basis of 52 weeks a year wherever a person is available for employment, willing to work, and is unable to find suitable work.

At the same time, they requested that benefits be based on 75 per cent of the claimant's wages.

Other resolutions passed by the convention requested that all hospital employees be eligible for unemployment insurance, and that a job, in order to be considered acceptable under the Act, carry wages and working conditions at least equal to those established by a collective agreement negotiated by a *bona fide* union.

Emile Boudreau, of the United Steelworkers of America, declared that governments "will only settle the problem of unemployment when it becomes too much of a financial drain on them."

The President of the Montreal Labour Council, Louis Laberge, criticized those "who make protests when they see that the unemployment insurance funds are diminishing, but who have no thoughts for those who are out of work."

Exchange of Union Delegations with U.S.S.R.

The liveliest discussion of the entire convention centred on the question of the exchange of delegations between Canada and the U.S.S.R.

The resolutions committee recommended rejection of a resolution, submitted by Local 505 of the International Woodworkers of America, in favour of exchanges between Canada and Communist countries, but the convention rejected this recommendation.

The delegates who spoke in favour of such exchanges asserted that we would never achieve peaceful coexistence by isolating ourselves from Communistic organizations.

"If a war which might destroy the world is to be prevented, the two camps must become better acquainted with one another," said Jean-Marie Bedard, of the International Woodworkers of America.

Several delegates asserted that it was a good thing for Canadian workers to see for themselves what the situation is in Russia.

Those who did not approve of the suggested exchanges stated that in Russia there are no free unions as we understand the term in North America, and that it is not necessary to continually send visitors behind the Iron Curtain to see what is going on there.

The Chairman of the resolutions committee, Louis Laberge, said that this policy

should come under the jurisdiction of the International Confederation of Free Trade Unions.

Other Resolutions

The delegates also passed resolutions requesting, among other things, that

—The amount of basic personal income-tax exemption be raised to \$1,500;

—The sales tax be abolished;

—The federal Government adopt an immigration policy that would provide for the integration of immigrants in the national employment program;

—The provincial Government create a Department of Education, and that education be free at all levels;

—Quebec institute a complete health insurance scheme;

—The provincial Government bring in compulsory car insurance;

—Quebec nationalize hydro-electric services;

—The minimum wages for all loggers be raised to \$1.50 an hour;

—The minimum wages for any work be \$1.00;

—Public service employees be given the right to strike;

—Capital punishment be abolished;

—Provincial government employees be given the right of association;

—All discrimination, whether for reasons of race, colour, religion, ethnic origin, or age, be forbidden;

—The provincial Government pass legislation granting equal pay for equal work.

Guest Speakers

Hon. René Hamel

One of the most serious problems in the field of labour-management relations was that of delays on the part of the labour Relations Board, asserted Hon. René Hamel, provincial Minister of Labour. He said there were at the moment hundreds and hundreds of cases waiting to be considered; he promised to remedy this situation.

Mr. Hamel also reminded those present that the Superior Labour Council was, at that very time, studying a proposed labour code, and promised that the provincial Government would pass legislation along those lines as soon as possible.

Hon. René Levesque

The Minister of Public Works for Quebec, Hon. René Levesque, warned the QFL against the pessimism that is presently leading its members to create a new political party.

Speaking at the banquet at the close of the convention, on the very day when it had been decided by an almost unanimous vote to participate in the creation of a new political party, the Minister asked union members to have confidence in the new provincial Government.

He stressed the fact that the new Government of Quebec was sympathetic to the cause of the working man "in a way that no previous Government has ever been." He told the delegates that their requests for reform of the Labour Relations Board, for a labour code, and for equal wages, among other things, would be granted.

Mr. Levesque said that union members should not be absent from meetings, or let themselves be drawn into a new partisanship that could ruin the present climate. "You must strive to keep some doors open," he said.

When unions become powerful organizations, they must not forget that the union exists for its members, rather than the members existing for the syndicate, he said.

Claude Jodoin

CLC President Claude Jodoin denounced provincial leaders who were attacking labour unions, and warned the QFL that it would have to be on guard if it wished to prevent damaging labour legislation.

Mr. Jodoin said that private enterprise could not exist without unions—free unions—and reminded the convention that free unions are the safeguard of democracy, and that wherever a dictatorship is set up, the first action of the regime is to abolish free trade unions.

The President of the CLC asked the Government to wage a war against unemployment, and suggested deficit financing in order to stimulate the Canadian economy, and thereby remedy the present economic crisis.

Mr. Jodoin requested that the QFL bring pressure to bear on the Government of the province to recognize civil service associations.

Roger Dekeyzer

There is no doubt that the best workshop in which to mould a true democracy is the free trade union, declared Roger Dekeyzer of Belgium, President of the International Federation of Transport Workers, and fraternal delegate of the International Confederation of Free Trade Unions.

"Industrially advanced countries can pour billions and billions of dollars into underdeveloped countries," he said, "but there

is no guarantee that the countries concerned will develop along stable, democratic lines, and become part of what we call 'the free world', if the benefactors do not sow the seeds of democratic institutions which will meet the needs and aspirations of the masses of the population."

Mr. Dekeyzer, who is a Senator in his native country, declared that national independence is not a remedy for all evils, nor an end in itself, but simply the opportunity to satisfy legitimate aspirations.

He recalled that at the time of the founding of the ICFTU in 1949, Africa was represented by three organizations with fewer than 30,000 members, whereas today the ICFTU has 22 unions in Africa, with more than 1,250,000 members.

The development of the ICFTU into a world-wide union movement is mainly due to our skill in bringing together in one large world organization people from the four corners of the earth, differing in race, religion, and political convictions. "What unites us", he continued, "is our faith that we are serving the interests of all nations. We are united by a common belief in true democracy, and by our love of freedom of the individual and the nation."

Elections

Roger Provost was re-elected President of the QFL by acclamation. It is his fifth consecutive term of office.

The other members of the Executive Committee were also re-elected by acclamation Edouard Larose and Jean Gérin-Lajoie, General Vice-Presidents; John Purdie, Secretary; and Adrien Gagnier, Treasurer.

The delegates also chose six industrial vice-presidents and nine regional vice-presidents, who form part of the Executive Committee.

The industrial vice-presidents are: Fernand Daoust, manufacturing industries; Jean-Paul Ménard, wood, paper, and construction; Maurice Silcoff, textiles; H. J. Desroches, transportation and transport equipment; Roland Goedike, food; and Gérard Poirier, mining and metallurgy.

The regional vice-presidents are: René Mondou, André Thibodeau and Aldo Caluori, Montreal region; Roger Perreault, Northern Quebec; Benoît Laviolette, Gatineau and Laurentians; Jean Philip, South Shore and Eastern Townships; Oscar Longtin, Southern Quebec; J. B. Hurens, City of Quebec and district; and A. C. Robindaine, St. Maurice district.

Sixteenth Annual Convention of the Professional Association of Industrialists

Quebec employer organization gives most attention at two-day meeting to subject of profit-sharing, which it has had under study for year. Outgoing President voices concern over state of small business and secondary industry in Canada

The Professional Association of Industrialists, an employers' organization in the province of Quebec, held its 16th annual convention at Quebec from November 16 to 18.

Although the theme of the convention was "Private Enterprise in the Service of the Community," much more attention was given to the question of profit-sharing.

The PAI has, in fact, studied the problem during the year with a view to integrating such efforts into the industrial framework of the province of Quebec.

At the close of the convention, Fernand Girouard, of Montreal, Vice-President and General Manager of Volcano Limited, and Vice-President of the PAI, was named General President.

President's Address

Lucien Arcand, outgoing President of the PAI, stated that the small or average concern needed a kind of brain trust it could call upon at any time, and a system of middle-term loans that would permit it to develop without losing control over its business.

Reviewing the economic situation, the President stressed that Canada was going through a period of structural unemployment brought about by the fact that our economy was not developing quickly enough to provide jobs for all those who were in need of them.

He deplored the fact that Canada was becoming known more and more as a raw material producing country and that imported goods were supplanting local products to an increasing extent on the Canadian market.

"Secondary industry is not attracting enough attention from government authorities," said Mr. Arcand.

He reiterated a criticism made by the President of the Canadian Manufacturers' Association to the effect that the present tariff structure in Canada was not realistic enough since, in many cases, it placed Canadian products in an inferior position to those from low-living-standard or mass-production countries.

Mr. Arcand declared that the small or average concern had need for a group of experts whose services it could engage for

some time to help reorganize its various departments on a scientific basis. He made it clear that the small concern could not pay the salaries offered by big business, and could not afford to engage the services of experts all the year round.

The second handicap of the small concern was the scarcity of capital, explained Mr. Arcand.

"For short-term funds," he said, "small and medium concerns depend on bank credit more than does big business. When money is tight, as happens periodically in Canada, this type of concern, which may be in full expansion, will often be subjected to intolerable pressure and be forced to curtail its activities."

Having stressed that financing by means of debentures was very difficult, in fact almost impossible, and that an increase in capital was possible only under exorbitant conditions which often led to control of the business, Mr. Arcand expressed the hope that a system of middle-term loans would be established.

"What the medium-sized concern really needs is a kind of middle-term loan, refundable in five or ten years, which will allow it to renew its equipment, and long-term credit so that it may expand without losing control."

He added that such credit could normally be granted by institutions similar to some European banks (*banques d'affaires*).

Mr. Arcand concluded by saying that if government were really convinced that the part played by the small and average concerns were of prime importance in our economy, they would not hesitate to aid them.

"These concerns, thanks to the fact that they have been decentralized, are providing industrial employment in certain areas which would otherwise offer no opportunities," he said.

Philosophy of Profit-Sharing

"Profit-sharing, as a means to labour-management co-operation, will become increasingly important as industrial competition between the U.S.S.R. and the West increases", said Bertram L. Metzger, Director of the Profit Sharing Research Foundation of Evanston, Ill.

Mr. Metzger defined profit-sharing as "any method which brings about an increase in production and a decrease in cost price, resulting from human co-operation which can be obtained by direct participation of employees (in addition to their regular wages) in the total results of the enterprise as measured in terms of profits."

In his opinion, profit-sharing must develop into a new philosophy which will guide business administration.

The speaker borrowed from the American economist, John Bates Clark, the division of industrial relations into four phases, namely: rivalry, arbitration, sharing and co-operation.

Mr. Metzger noted that the major part of industrial relations was taking place at the level of the first phase, but he pointed out that "an increasing number of company heads who sincerely want to find a solution to the present social and economic problems are gradually turning towards profit sharing and co-operation. This is an encouraging sign".

External and internal forces were pushing employers and workers to seek co-operation, said Mr. Metzger, adding that:

In addition, we must not forget that Communism in itself constitutes a force which is driving the capitalistic system toward a conception of industrial relations based on co-operation. As competition becomes progressively keener between the Soviet Union and the Western World, employers and employees will be less and less able to assume the enormous expenses of waging a perpetual conflict between themselves. In this connection, profit-sharing and various forms of labour-management co-operation will inevitably have to play an increasingly important part in industrial relations.

Mr. Metzger held that collective bargaining must become more than a mere method of settling differences. It must be a

means of communication between employers and workers.

"We must at all costs abandon the idea of conflict in industrial relations so that we may draw nearer to an idea of co-operation," he said. "But as we approach this ideal, we will have to create new industrial relations techniques."

In conclusion, he suggested that the new techniques to be adopted should inevitably include, among others, cash payment profit-sharing plans, employee share-buying plans, and trusts in which the employees' profits may be deposited.

Canadian Legislation and Profit-Sharing Plans

Raymond Normandeau, C.A., Quebec City, analysed the Canadian legislation as regards profit-sharing plans, and dealt with the bill then before the House of Commons concerning this matter.

He concluded that the Canadian legislation on income tax tended more toward encouraging the taxpayer to save money, through various long-standing methods, and also by more specific provisions on profit-sharing plans.

He examined Bill C-84, by which the Income Tax Act may be amended in connection with profit-sharing plans, and he noted certain improvements, but also some gaps, especially concerning the amounts which the employees wished to contribute to their own pension fund.

Executive Committee

In addition to Mr. Girouard, General President, the Executive Committee of the PAI includes: Jean-Louis Lachance, Quebec, First Vice-President; Jean Brunelle, Montreal, Second Vice-President; Bertrand Langlois, Terrebonne, Treasurer; and Jacques Brilliant, Rimouski, Secretary.

Trainmen, Conductors Planning to Amalgamate

Leaders of the Brotherhood of Railroad Trainmen and the Order of Railway Conductors and Brakemen have approved a formula for amalgamation. The proposal will be submitted to members of both unions for approval.

Conventions of both organizations last year adopted resolutions supporting the principle of amalgamation.

A joint statement by W. P. Kennedy, President of the Trainmen, and James A. Paddock, President of the Conductors, announced the agreement on the formula.

The Trainmen have a Canadian membership of about 22,500 in 116 Canadian locals; the Conductors, about 700 in 16 locals.

National Business Conference on Employment

Winnipeg Chamber of Commerce and Canadian Chamber of Commerce are sponsors of one-day conference. The Minister of Labour speaks at conference luncheon

A one-day conference on employment, co-sponsored by The Winnipeg Chamber of Commerce and The Canadian Chamber of Commerce, was held in Winnipeg on January 23. Theme of the conference was "An Expanding Economy—Key to Employment."

Hon. Michael Starr, Minister of Labour, was the speaker at the conference luncheon. Leonard Hynes, Chairman of the Executive Council, The Canadian Chamber of Commerce, gave the keynote address. George De Young, President, Atlas Limited, spoke on "Canadian Application of European Experience."

The Minister of Labour

"It is a mistake to suggest that any one measure will provide a solution to all economic problems; what is required is a comprehensive program that involves a certain amount of planning on all levels of government, industry and labour for the years ahead," Hon. Michael Starr, Minister of Labour, told the conference's luncheon meeting.

"It is no longer a case of government going it alone, of industry going it alone, and labour going it alone.

"The achievement of future economic and social objectives will require a degree of co-operation and consultation among government, industrial and labour leaders in order to maintain high productivity and to keep Canadian industry competitive," he said.

One place for combined action was the provision of increased training for Canadian workers, the Minister continued. "Here, the federal Government, along with the Provinces and with the co-operation of management and labour, can do much to raise the level of working skills in this country.

"In order to build our economy to a maximum degree we must have the highest possible degree of trained manpower."

Mr. Starr then listed recent actions by the federal Government to encourage expansion of educational facilities:

—The undertaking to pay 75 per cent of the provincial contribution for new vocational schools up to March 31, 1963; 50 per cent of the cost of training teachers, instructors and administrative staffs; 50 per cent of the cost of training persons who

have left school; and 75 per cent of the cost of providing training for unemployed workers.

—The provision of financial assistance to students attending institutes of technology.

—The provision of grants for construction of university residences.

The technological age requires that a nation of 18 million people must have a greater proportion of highly trained manpower than countries with a larger labour force, he declared.

Another recent government measure was the budgetary provision of double depreciation for industries establishing in areas where unemployment is consistently high and for industries manufacturing new products. "This should assist the establishment of new industries and the further provision of jobs," the Minister said.

Another step was the establishment of the National Productivity Council, which will assist "the co-ordination of the forces of production and distribution."

Here the Minister of Labour remarked that the achievement of the goal of high productivity would require the co-operation of management and labour.

"Labour and management will have to learn to live with each other in order to maintain productivity levels that will enable industry to be competitive," he said.

The recent budgetary measures that place emphasis on the growth of Canadian control and investment were designed to enable Canadian industry to compete on equal terms with industry owned outside the country.

In world markets, Canada was in competition with countries that are aggressively engaged in increasing their economic output while wages and per capita incomes remain low compared with those in Canada. Canadian industry is trying to remain competitive by increasing productivity while at the same time maintaining high wage levels and a high standard of living.

"This can only be accomplished by more efficient production methods and the use of technology," Mr. Starr said. "In a great many industries, the impact of increasing technology is having an effect on the means of livelihood of Canadians."

Because the unskilled worker is the first to be affected is the reason we must have an expanded and accelerated nation-wide

program of training, and the reason for the programs for retraining the unemployed and the provision of more adequate unemployment insurance and coverage.

"The responsibility falls upon industry and labour as well as Government to work out policies which will be national in scope, to deal with the tremendous effects of technological change."

His department, Mr. Starr said, had completed a number of studies of the effects of such changes in various industries, and was now engaged on a study of technological change on the railways.

The real root of the problem was the effect on human labour, the speaker said, and for this reason "the advent of automation in Canada must be accompanied by consideration for the human factor." Those displaced must be re-trained for other employment, and every effort must be made to minimize dislocation of the men and women in the factories.

Among other measures that the Government had lately taken, or would soon take to encourage the development of the country's economy, the Minister mentioned encouragement to the development of research in Canadian industry.

Mr. Starr gave some figures on the results of two other government moves to increase employment, the legislation providing for loans to small business, and the Municipal Winter Works Incentive Program.

Work amounting to some \$75 million will be provided as a result of the estimated 15,000 applications for loans. In the municipal winter works program, the federal Government had approved 5,119 projects so far, providing for work valued at an estimated \$232 million on which some 90,000 men will be given on-site employment and an equal number of off-site employment.

Leonard Hynes

"Whether Canada can regain its former rate of growth and provide employment for all its people depends largely on whether we can compete successfully by increasing productivity and controlling costs so that our prices will be attractive to foreign and home consumers," said Leonard Hynes, who delivered the keynote address.

For far too long, he said, we have been blaming others for our troubles but most of them are our own design:

—We never learned to sell because "we didn't have to work very hard at it."

—We didn't resist excessive and rapid wage demands unmatched by productivity because "we were greedy and short-sighted."

"Our "made in Canada" problems can be overcome by "made in Canada" solutions, he suggested, and one solution we must seek is the means to increase our rate of growth so that we can absorb the recurring additions to our labour force. Short-term solutions, based on subsidies and make-work projects, are costly palliatives, he warned.

"To increase our rate of economic growth we must produce the kinds of goods and services that consumers at home and abroad want, at the prices they are willing to pay."

Pointing out that the three most important factors in selling prices are labour costs, taxes and profits, Mr. Hynes said that in Canada, "one of the biggest roadblocks to growth is the burden of taxation.

"Burdensome tax rates restrict business plans, discourage investment and minimize the incentives needed to stimulate enterprise and to attract venture capital." He told the conference that taxes in 1959 amounted to 33.2 per cent of national income, one third compared with one quarter in 1937.

The basic tax structure is due for careful review, he said, and there are areas in which the tax structure should be flexible. A purposeful application of tax policy could do much to stimulate desirable developments.

The Chamber of Commerce brief to the Senate Special Committee on Manpower and Employment had some specific suggestions along these lines, he said, citing as examples the provision, through a combination of accelerated depreciation and tax reduction, of incentive to the manufacture of items that are now imported but could be produced in Canada; the use of accelerated depreciation applicable to the capital cost of wintertime construction; and tax bonus arrangements for Canadian companies undertaking research engineering and design.

The need for increasing productivity was a recurring theme in the Chamber's brief to the Senate Committee, said Mr. Hynes. "To avoid being plowed under as other nations forge ahead, we must increase our productivity, collectively and individually.

"Productivity is the key to higher living standards, to more real income, to greater security through having the means to look after our wants, and to national well-being."

He compared the Canadian productivity record with that of competitor nations. From 1950 to 1957, productivity in Canada increased about 11 per cent, in the United States 17 per cent, in West Germany 44 per cent, and in Japan 130 per cent.

"To increase productivity is, of course, a responsibility shared by all," he declared. "It calls for teamwork on the part of management, government, capital and labour . . . All must be aware that added expense, unjustified by increased productivity, forces up costs and prices."

In the past, productive efficiency, continuing technological improvement and superior technology kept North American prices competitive in world markets. That superiority no longer exists, he warned. In Europe and Asia, modern factories with up-to-date equipment are producing goods equal in quality with those produced in North America, and foreign producers can make use of low-wage labour.

"We may argue that as the standard of living rises in foreign countries, labour costs will also rise. But what shall we do about unemployment in the meantime?" he asked.

"To achieve the required level of productivity, teamwork on a national scale is essential," Mr. Hynes concluded.

H. George De Young

"To attempt to Canadianize European experience requires some rather far-reaching changes in Canadian thinking because European experience is the direct result of unity of purpose. If there is any recognized unified goal for all Canada, I cannot name it", said George De Young, who spoke on "Canadian Application of European Experience." Mr. De Young was a member of the Canadian Trade Mission that visited Europe in October 1960 and spent three weeks studying the European Common Market.

Summarizing the mission's findings, Mr. De Young said "first, the Common Market exists." It is "an operating trading community organized primarily with inward-looking goals. Their ultimate goal is to have a politically unified country." The great difference is that compared with Canada they have a goal.

Another goal of the six countries and the Common Market Commission is to improve the conditions of all people within the Common Market by maintaining a favourable balance of trade, by promoting free transfer of labour from one area to another to maintain full employment. They intend to attain self sufficiency in agriculture and manufacturing, by encouraging local production and trade, lowering production costs, and increasing output.

"There is nothing in the goal of the Common Market which says anything about the prosperity of Canada. It is not their

desire to increase trade with Canada unless that trade will assist them in reaching their goal."

Each country is working as hard as it can to increase its industrial production, Mr. De Young reported. The governments hold out incentives for industry to ensure modernization, and make combinations so as to be competitive in world markets.

Income tax for businesses is lower than in Canada. Because of flexible tax policies, manufacturers are able to quote low prices for anything to go into the export market. In Germany there is no tax on any commodity manufactured for export.

In Germany he saw steel mills tearing out equipment only 10 years old and replacing it with new modern equipment. "When you combine this with the encouragement of combines so as to develop large economic units, you may understand that even without state-wide organization we would find it difficult to compete against these mills," Mr. De Young said.

He was impressed by the protection given to production within the Common Market area. For example, in The Netherlands, the government does not consider competition from Japan and Hong Kong and India to be normal competition, so it is excluded.

The Common Market idea of free trade is: "How can we get into your market and keep you out of ours?"

To apply the Common Market experience to Canada, the first thing we need is unity, he said. Possibly the only way Canada will get the desire to achieve unity is through adversity. "Once the desire is here the rest follows naturally.

"To make a start toward unity, our governmental leaders must set a goal to make all segments of our economy competitive in world markets and in the Canadian market," Mr. De Young said.

"Our agricultural products and our mining products and our fish and our raw materials are going to be no more competitive in the markets of the world than our manufactured goods unless we unify to ensure that they are so.

"We must accept the changes necessary to carry our load in the economic portion of this total war. We must create a Canadian organization composed of government, labour, management, agriculture, primary and secondary industry, raw material and forest production, and service industry, who together can show these other organized economies that Canadians can compete."

This would be the Canadian application of European experience, he concluded.

Labour Legislation of the Past Decade—III

Third of series of articles reviewing developments in labour legislation in Canada in 1951-60 period deals with anti-discrimination laws—fair employment, fair accommodation, equal pay—and with workmen's compensation legislation

The Legislation Branch of the Department of Labour has prepared a review of developments in labour legislation in Canada in the past decade, to supplement the article "Fifty Years of Labour Legislation" that appeared in the 50th Anniversary Issue of the *LABOUR GAZETTE*. The review is being published in instalments, of which this is the third.

The first instalment, which appeared in the December 1960 issue, covered labour

standards legislation. The second, in the January issue, concluded the review of labour standards legislation and dealt with laws concerning private employment agencies. This instalment deals with anti-discrimination laws—fair employment practices, fair accommodation practices, and equal pay for equal work—and with workmen's compensation legislation.

Part 3—Anti-Discrimination Laws

A major development during the decade was the enactment of legislation designed to eliminate discriminatory practices in respect of employment and public accommodation, although two provinces, Ontario and Saskatchewan, had passed anti-discrimination laws in the forties.

In 1944, Ontario enacted the Racial Discrimination Act, making it an offence to display or publish any notice, sign, symbol or other representation expressing racial or religious discrimination. Saskatchewan passed a Bill of Rights Act in 1947 which asserted certain civil rights that were to be enjoyed by all persons without discrimination because of race, creed, religion, colour, or ethnic or national origin. These included the right to obtain and retain employment, the right to own and occupy property, the right to membership in professional associations and occupational organizations and the right to education. No enforcement pro-

cedures other than provision for a court action were set out in these early laws, and no administrative agency was established to secure compliance with their provisions.

Between 1950 and 1960 Parliament and six provincial Legislatures passed Fair Employment Practices Acts prohibiting discrimination in employment on grounds of race, colour, religion or national origin. Five provinces passed Fair Accommodation Practices Acts, which provide that services or facilities in public places must be offered equally to all. New federal regulations were adopted in 1960 aimed at halting discrimination in the provision of accommodation under the National Housing Act.

During the same period, also, Parliament and seven provinces enacted legislation designed to prevent economic discrimination against women workers solely on grounds of sex.

Fair Employment Practices

The movement for positive government action against discrimination in employment began in 1951 when Ontario enacted the Fair Employment Practices Act, which provided that race, creed, colour, nationality, ancestry or place of origin must not be determining factors in the hiring, firing, promotion or conditions of work of employees or in admission to trade unions. With certain differences in the interpretation given to the terms national origin and religion, all the Acts contain the same basic provision.

The federal Government was next in the field, passing the Canada Fair Employment Practices Act in 1953, which forbade discrimination in employment within the legislative jurisdiction of the Parliament of Canada.

Two other federal anti-discrimination measures were introduced about the same time. One was a 1952 amendment to the Unemployment Insurance Act which required the Unemployment Insurance Commission to ensure that there was no discrimination by the National Employment Service on grounds of racial origin, colour, religious belief or political affiliation in referring workers to jobs. In effect, this incorporated into law a policy previously followed by the National Employment Service. The other measure was an Order in Council, effective January 1, 1953, that required a non-discrimination clause to be inserted in all federal government construction and supplies contracts. The clause requires the contractor to refrain from discriminatory employment practices based on race, national origin, colour or religion.

The second province to adopt this type of anti-discrimination law was Manitoba, which passed a Fair Employment Practices Act in 1953. Similar legislation was enacted in Nova Scotia in 1955 and in British Columbia and New Brunswick in 1956. In the same year (1956), Saskatchewan repealed the fair employment practices provisions of its Bill of Rights Act and replaced them by a separate statute, the Fair Employment Practices Act, which contained provisions for investigating and settling complaints and for enforcement similar to those in the other fair employment practices laws.

Under all the Acts, an employer may not refuse to employ or discharge any person or otherwise discriminate against any person in regard to employment or any term or condition of employment because of his race, colour, religion or national origin. He is also forbidden to publish advertisements, to circulate application forms and, except in Manitoba, to make oral or written inquiries in connection with employment which indicate discrimination.

In 1959 Saskatchewan amended its Act to prohibit not only any direct or indirect expression of discrimination but also any expression of intent to discriminate. The inclusion in an application form, advertisement or inquiry of any question or request for particulars as to an applicant's race, colour, religion or national origin was also forbidden.

Except in Nova Scotia and Ontario, an exception is permitted, however, where a preference as to race, colour, religion or national origin is based upon a *bona fide* occupational qualification, that is, a qualification actually and legitimately required because of the nature of the work.

These prohibitions apply to employment agencies as well as to employers. In addition, the federal Act and the Acts of Manitoba, Nova Scotia and Saskatchewan expressly forbid an employer to use an employment agency which practices discrimination.

The Acts also forbid discriminatory action by trade unions. No union may exclude anyone from membership, or expel, suspend or otherwise discriminate against any of its members because of race, colour, religion or national origin.

Some exceptions are provided for in all the provincial Acts. These are: employers with fewer than five employees (excluded in all Acts except those of Nova Scotia and Saskatchewan), domestic servants in private homes (excluded except in Nova Scotia) and non-profit organizations (excluded under all the Acts). As enacted, the Nova Scotia Act exempted employers with fewer than five employees but, by an amendment

in 1959, coverage was extended to all employers, regardless of the number of their employees. An employer of fewer than five persons is also excluded from the federal Act.

Two of the Acts provide exceptions to the general rule that educational institutions (like other non-profit organizations) are excluded. The British Columbia Act applies to schools operating under the Public Schools Act. In Saskatchewan, educational institutions are covered but the right of a school or board of trustees to hire persons of a particular religion where religious instruction forms part of the curriculum is recognized. The Manitoba, New Brunswick and Saskatchewan Acts are binding on the Crown (including, in Manitoba, Crown companies). The federal Act also applies to Crown corporations.

Enforcement procedures are initiated by the filing of a written complaint by an aggrieved individual (in New Brunswick, with the Minister of Labour; in the other jurisdictions, with the Director, an officer of the Department charged with the duty of dealing with complaints).

If the complaint is considered a valid one, an attempt at settlement is made through a departmental inquiry. Failing settlement through this means, the Minister is empowered to set up a commission of one or more persons to ascertain the facts and make recommendations as to how the matter can best be settled. The commissions are of the *ad hoc* type except in British Columbia, where the Board of Industrial Relations acts as a commission of inquiry. In practice, most complaints are settled at the first stage.

The board or commission, as the case may be, has full authority to summon witnesses, order the production of documents and enter workplaces, and must give the parties an opportunity to be heard.

Under all the Acts but those of British Columbia and Ontario, the Minister is required to give each of the parties a copy of the recommendations and may publish them if he thinks it advisable.

The Minister may issue whatever order is necessary to carry out the commission's recommendations, which may include reinstatement, with or without compensation for loss of employment. This order is final and binding on the parties except in Manitoba, where a person affected by an order has 10 days in which to appeal to a judge of the Court of Queen's Bench.

As a last resort, in case of non-compliance, there is provision for prosecution in the courts, for which the consent of the Minister is necessary. Failure to comply with an order is made an offence punishable

by a fine (in most of the Acts, up to \$100 for an individual and \$500 for a corporation or trade union). Under some of the Acts, a court may order an employer who has been convicted of a violation of the Act to reinstate an employee and pay him compensation for loss of wages.

Most of the Acts protect an individual who lodges a complaint or assists in the making of a complaint against discrimination or discharge by the employer.

Further, under most of the Acts, the right of an aggrieved individual to take action in court under any other provisions of the Act is not abridged. The Manitoba Act stipulates, however, that a person who initiates court proceedings may not make a complaint and *vice versa*.

In view of the fact that legislation by itself cannot change the attitudes of mind that are at the root of discrimination, some of the Acts made provision for the carrying on of educational programs to promote a

public awareness of the law. The federal Act and the Manitoba, Nova Scotia and Saskatchewan Acts authorize the Minister to undertake inquiries and other measures to promote the purposes of the Act. Under this authority the federal Department of Labour has sponsored radio talks and radio and television plays. It has also distributed pamphlets and posters and sponsored films showing the harmful effects of discrimination in employment.

In Ontario, a three-member Anti-Discrimination Commission was set up in 1959 to carry on a program of education to promote the elimination of discriminatory practices. Through its efforts, pamphlets and posters have been widely distributed. As part of the drive to eradicate prejudice against particular groups on account of race, language or religion, December 4 to 11, 1960, was proclaimed Human Rights Week for observance in the secondary schools of Ontario.

Fair Accommodation Practices

Ontario passed the first Fair Accommodation Practices Act in 1954. The preamble to this Act read:

Whereas it is public policy in Ontario that places to which the public is customarily admitted be open to all without regard to race, creed, colour, nationality, ancestry or place of origin; whereas it is desirable to enact a measure to promote observance of this principle; and whereas to do so is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations...

Saskatchewan passed a Fair Accommodation Practices Act in 1956 and substantially similar legislation was enacted in New Brunswick and Nova Scotia in 1959 and in Manitoba in 1960.

All the Acts provide that the facilities, accommodation and services of places that are customarily open to the public—hotels, restaurants, barber shops, theatres, etc.—must not be denied to anyone because of his race, creed, colour, nationality, ancestry or place of origin. They also prohibit indications by signs, symbols, or advertisements in the newspapers, on the radio or by means of any other medium of communication that admission to any public establishment is restricted for racial or religious reasons. In Saskatchewan and Manitoba, these prohibitions apply to the Crown as well as to the general public. Places of worship are exempted in Manitoba.

In all five provinces action is initiated by the filing of a written complaint (usually with the Department of Labour) by the individual alleging discrimination. Complaints are dealt with in the same manner as complaints under the Fair Employment

Practices Acts, i.e., by investigation and conciliation and, if necessary, through a commission of inquiry.

In Manitoba, New Brunswick and Ontario, recommendations of a commission of inquiry may be implemented by an order of the Minister, which is binding on the persons affected. In Manitoba, the Minister must furnish the interested parties with a copy of the recommendations.

The Nova Scotia and Saskatchewan Acts rely on publicity to secure compliance. In these provinces the Minister responsible for the administration of the Act is not authorized to issue a binding order. He is required, however, to issue a copy of the commission's recommendations to each of the persons concerned, and he may order publication of the commission's findings, if he sees fit. Where these measures do not secure compliance, the complainant must seek redress through court action, for which the written consent of the Minister is required.

A person found guilty of a violation of the Act is subject to a maximum fine of \$50 (\$100 for a corporation). In Manitoba, Nova Scotia and Saskatchewan, higher penalties become applicable after a first offence.

The relevant Saskatchewan provisions state that a prosecution may be brought upon the information of any person alleging that there has been discrimination, and, where it is established that a person's right to accommodation has been denied or restricted, the onus is on the accused to prove that the restriction was *not* because of race, religion, colour or national origin.

Under all the Acts, the Minister may apply to the courts for an order enjoining a person who has been convicted of an offence from continuing the violation. In Manitoba, New Brunswick and Ontario, an injunction may be applied for, however, only with respect to a person who has been found guilty of displaying discriminatory signs or publishing discriminatory advertising.

In 1960, the federal Government, with a view to preventing discrimination in the provision of housing accommodation under the National Housing Act, amended the national housing loan regulations. The amendments make it a condition of every loan made by an approved lender and

insured by Central Mortgage and Housing Corporation that the borrower will not discriminate against any person by reason of his race, colour, religion or origin. They also provide for a review by an independent arbitrator of any allegations of discrimination.

Any merchant, builder or rental entrepreneur found guilty of practising discrimination on grounds of race, colour, religion or national origin will be debarred from obtaining further loans under the Act for a period of three years. To ensure that this penalty is made known to all National Housing Act borrowers, a clause to this effect will be inserted in every National Housing Act mortgage.

Equal Pay

The principle of equal pay for equal work was first embodied in a law in Canada in 1951 when Ontario passed the Female Employees Fair Remuneration Act, effective from January 1, 1952. In 1952 Saskatchewan enacted an Equal Pay Act, followed by British Columbia in 1953. The federal Act (applicable to federal works, undertakings or businesses) was passed in 1956, as were the Acts of Manitoba and Nova Scotia. The Alberta Legislature approved equal pay provisions in 1957, and in 1959 Prince Edward Island became the seventh province to adopt such legislation.

Although there is some variation as to details, all the Acts have the same basic purpose—to prevent discrimination in rates of pay solely on the basis of sex. The British Columbia, Nova Scotia, Ontario and Prince Edward Island Acts prohibit an employer from paying a female employee at a rate of pay less than the rate paid to a male employee “for the same work done in the same establishment.” The Saskatchewan Act requires women to be paid at the same rate as men for “work of comparable character done in the same establishment.” In Manitoba, the terms used are “identical or substantially identical work.” The Manitoba Act also differs from the others in that it forbids discrimination against either sex in the payment of wage rates. It prohibits an employer from paying to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment. Both the federal Act and the Alberta Act require women to be paid at the same rate as men for identical or substantially identical work. In all cases a difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the legislation.

The provincial equal pay laws cover practically all types of employment. Em-

ployers of domestic servants and farm labourers are excluded in Alberta. In Manitoba and Saskatchewan, the provincial Government is considered as an employer under the Act.

The federal Act applies to Crown companies. It does not cover classified civil servants, however, since they are under the jurisdiction of the Civil Service Commission, which sets rates of pay according to classifications based on job content, irrespective of whether the work is to be done by men or women.

Provisions for enforcement are similar to those contained in the fair employment practices Acts, with the same emphasis on informal methods of investigation, conciliation and persuasion. Like the fair employment practices and fair accommodation practices laws, equal pay laws are enforced only through complaint.

An aggrieved employee must file a written complaint with the Director (under the federal Act, with the Minister of Labour; in Alberta, with the Chairman of the Board of Industrial Relations; and in Prince Edward Island, with the Labour Relations Board).

In all jurisdictions except Prince Edward Island, a two-stage enforcement procedure is provided for: first, investigation by an officer of the Department of Labour, and second, a more formal inquiry by a board, commission or referee. In Alberta and British Columbia, if the officer is unsuccessful in effecting a settlement, the complaint may be referred to the Board of Industrial Relations. Under the federal and Manitoba Acts, the second stage is the appointment of a referee, who may or may not be an officer of the Department of Labour, to conduct an inquiry and make recommendations. All the Acts stipulate that the parties must be given full opportunity to be heard.

The recommendations of the board, commission or referees, as the case may be,

may be put into effect by an order of the Minister, except under the federal and Alberta Acts, where the referee and the Board of Industrial Relations, respectively, may issue an order. Compliance with the order is required in all cases.

In Prince Edward Island, the Labour Relations Board is authorized to "inquire into the complaint and endeavour to effect a settlement of the matters complained of." There is no provision in the Act for a Board order, with which compliance is required.

One province, Manitoba, imposes a time-limit for the filing of complaints. An employee who fails to lodge a complaint within 30 days after receiving his or her first wages at an unlawful scale is barred from making a complaint and having it dealt with under the Act.

While the purpose of the Acts is to ensure fair remuneration through settlement by conciliation rather than by prosecution,

they all nevertheless provide penalties for employers who are convicted of failing to comply with the Act or an order. The fine that may be imposed varies from one jurisdiction to another, but is usually a maximum of \$100. Some of the Acts provide that, in addition to imposing a fine, a court may order an employer to reimburse an employee for the wages (subject to certain limits) she lost as a result of his failure to comply with the Act.

Under all but three of the Acts, a person who lays a complaint is protected against discrimination or discharge by the employer. Most of the Acts provide also that an aggrieved person may institute court proceedings against an employer, but stipulate that an employer may not be penalized twice for the same offence.

Under the federal and Nova Scotia laws, the Minister is authorized to undertake "inquiries and other measures" to promote the purposes of the Act.

Part 4—Workmen's Compensation

The main developments in workmen's compensation legislation in the past decade were a continued upward revision of benefits, a reduction of the waiting period and a general extension of coverage. Although amendments to the Acts were frequent, the changes did not affect the principles on which the legislation is based. Basically, the system of workmen's compensation inaugurated in 1914 with the enactment of the Ontario Act remains unchanged.

Between 1952 and 1959 eight provinces raised from 66½ to 75 the percentage rate of earnings on which disability benefits are based. In some provinces the rate was raised in two stages, first to 70 per cent and later to 75. In all provinces disability pensions are now based on 75 per cent of average earnings, Saskatchewan and Ontario having adopted a 75-per-cent rate before 1950.

In the calculation of disability pensions, any excess of annual earnings above the ceiling provided in the Act is disregarded. The maximum annual earnings on which compensation may be paid, which in 1950 were either \$2,500 or \$3,000 in all provinces, were increased two or three times during the decade in all jurisdictions except Newfoundland, where the original \$3,000 maximum adopted in 1951 remains in effect. The highest ceiling on annual earnings is now \$6,000, the maximum set by the Saskatchewan Legislature in 1960.

The minimum compensation payment that may be made to a disabled workman was also increased in the ten-year period in most provinces and now ranges from \$15 to \$30 a week. One of the new features of

the Nova Scotia Act, as amended in 1960, is that it set a new minimum award for a permanently and totally disabled workman with dependent children equal to the amount payable to a widow with the same number of children under 16 years of age. For a permanently and totally disabled workman without at least two children under 16 years the minimum compensation award is, as before, \$100 a month. In making this amendment, the Legislature provided that the costs of paying compensation at the higher rate were to be paid from the Consolidated Revenue Fund.

In another 1960 amendment, the Nova Scotia Legislature increased permanent partial disability pensions in respect of accidents that occurred before April 1, 1959, providing that all pensions being paid on the basis of 66½ or 70 per cent of average earnings were to be re-calculated and paid on the basis of 75 per cent of earnings, the additional costs to be borne by the Consolidated Revenue Fund. A 75-per-cent compensation rate was adopted in 1959 but was made applicable only in respect of accidents occurring on or after April 1, 1959. This amendment made the 75-per-cent rate applicable in all permanent partial disability cases. Disability pensions in respect of past accidents were increased in only one or two instances previously. In 1954 the British Columbia Legislature increased all permanent disability awards, both total and partial, made before March 18, 1943.

In Saskatchewan, provision was made in 1953 for the payment of compensation to a workman for a recurring disability on the

basis of his current earnings if they were higher than his earnings at the time of the original injury.

As a result of frequent amendments, benefits to dependants in fatal cases were substantially increased in all provinces. Widows' pensions, which ranged from \$40 to \$50 a month in 1950, now range from \$50 in Prince Edward Island to \$100 in Saskatchewan. In Saskatchewan, the pension of \$100 a month provided for in 1960 is payable only to the age of 70, however. After the age of 70, when the recipient becomes eligible for old age security payments, the pension becomes \$75 a month. As a precedent for such action, the Alberta Legislature in 1952 and again in 1956 granted an increase in the benefit to widows or invalid widowers who were in receipt of compensation at an earlier scale of benefits until such time as the recipient became eligible for assistance under social legislation.

The immediate lump sum payment made to a widow to help meet the special expenses arising from the death of her husband was correspondingly increased. Only two provinces now retain the \$100 lump sum that was everywhere provided in 1950. In four provinces the amount paid is now \$300.

In Alberta (1952), Manitoba (1953), New Brunswick (1958) and Ontario (1960), all widows' pensions being paid according to a lower scale of benefits were brought up to the current level but no increase was provided in the current rate. Children's allowances were also raised to the current scale of benefits in Manitoba (1955), New Brunswick (1957) and Ontario (1960). In most provinces, increases in benefits are made applicable to all existing pensioners, with the additional costs in some instances (New Brunswick in 1958 and 1960 and Nova Scotia in 1959) being paid from the Consolidated Revenue Fund.

In Nova Scotia, the ceiling on the monthly allowance payable to a widow and children, which was raised in 1956 to permit payment for five rather than four children, was removed in 1960, enabling the Board to pay benefits in respect of all children in a family under 16 years, regardless of their number. Prince Edward Island is the only province which places a limit (six) on the number of children for whom an allowance is payable.

Children's benefits were doubled in the ten-year period. Ranging from \$10 to \$15 a month in 1950, they now vary from \$20 to \$35. Higher pensions, varying from \$30 to \$50 a month, are provided for orphan children. The amounts paid in 1950 ranged from \$15 to \$25 a month.

A new provision in Saskatchewan in 1959 gave the Workmen's Compensation Board discretionary power to pay a lump sum of not more than \$50 to each orphan child. A further amendment in the same year authorized payment of compensation for educational purposes, at the discretion of the Board, until a child reaches the age of 19. Neither of these provisions appears in any other provincial Act. In the other provinces no compensation may be paid in respect of a child, other than an invalid child, beyond the age of 18.

A new and separate allowance, not exceeding \$75 a month, for a wholly dependent mother of a deceased workman was introduced in Manitoba in 1960. All persons in this category in receipt of benefits when the amending Act went into force were made eligible for the new allowance. Previously, a dependent mother was classed with other dependants for whom the Board is authorized to make a suitable award in proportion to the pecuniary loss sustained because of the death of the workman.

Payment of benefits to a common law wife under specified conditions and at the discretion of the Board was authorized in Alberta and Manitoba during the decade. In Saskatchewan and Alberta, the duration of a common law relationship necessary to qualify for benefits under the Act was reduced. In British Columbia, in 1959 a common law wife in receipt of compensation was made eligible for the same benefits as a widow on remarriage.

Allowances for funeral expenses, which in 1950 varied between \$100 and \$175 were everywhere increased from time to time, and now range from \$200 to \$400, the latter amount being the allowance payable in Quebec. During the period, too, the Boards in five provinces were empowered to pay a further sum where it was necessary for a workman's body to be transported from the place of death to the place of burial. All provinces now provide for such an allowance. The Manitoba and Saskatchewan Acts made provision for a grant of up to \$50 for the purchase of a burial plot. This provision has no equivalent in the other Acts.

In 1950 a waiting period of seven days was common, and in one province it was necessary for a workman to be disabled for 14 days in order to be paid compensation for the first three days of his disability.

Between 1950 and 1960 a shorter waiting period was provided for in all provinces except New Brunswick. In New Brunswick, the waiting period was reduced, from seven to four days, in 1948. In three provinces the waiting period was shortened to one

day: Saskatchewan (1950), Alberta (1952) and Manitoba (1959). In the remaining provinces the waiting period is now three, four or five days.

The coverage of the Acts, originally comprehensive, has been broadened from time to time in all provinces. Originally designed to apply to industrial employment, the Acts now cover commercial establishments as well. Retail stores, hospitals, nursing homes, hotels, restaurants and radio stations have been brought within the scope of the Acts in recent years. Shops, hotels and restaurants are now covered in all provinces except Quebec; hospitals are covered in all provinces except Prince Edward Island and Quebec.

In all provinces there is provision for elective coverage of most non-covered employment on the application of the employer. Provision was made in British Columbia in 1954 for elective coverage of domestic servants and "independent operators," the latter term being chiefly designed to cover commercial fishermen.

New or increased expenditures for rehabilitation and training were authorized in five provinces. The most recent increase was in Quebec, where the amount authorized was raised from \$100,000 to \$300,000 in 1960. In British Columbia in 1952, and in Nova Scotia in 1959, former limits on annual expenditures were removed, leaving the amount that might be spent to the discretion of the Board.

Since the Boards have full authority to furnish injured workmen with whatever medical care is deemed necessary to promote prompt and complete recovery, amendments in connection with medical aid were of detail rather than of principle. Several Acts were amended to provide for treatment by registered osteopaths, chiropractors, etc., subject, as with all medical aid, to the supervisory control of the Board.

In a number of provinces—British Columbia, Nova Scotia, Saskatchewan and Manitoba—a medical appeal procedure was established, enabling an injured workman dissatisfied with the disposition of his claim on medical grounds to be re-examined by one or more specialists and to have his claim reviewed. In Alberta and British Columbia, changes were made in the original appeal procedure provided. In British Columbia, as a result of a 1959 amendment, a case in which a workman feels aggrieved at a decision of the Board may be reviewed by a three-member Medical Review Panel, whose decisions are binding on the Board. A review may be requested by either the workman or his employer. One member of the panel is selected by the workman

and one by his employer from a list of specialists prepared by a medical committee appointed by Order in Council. A Chairman of Medical Review Panels, appointed by the Lieutenant-Governor in Council, serves on each panel as Chairman.

In a 1960 amendment the Newfoundland Board was given authority, subject to the approval of the Lieutenant-Governor in Council, to appoint a committee of medical referees to investigate, in relation to any claim for compensation, the nature of a disease named in the schedule of industrial diseases, and its relationship to any of the work processes listed opposite the disease in the schedule. The committee's decision is to be final and binding on the Board and the claimant as to the medical findings in the case.

Greater administrative discretion was given to the Boards through the adoption of a broader definition of "accident" in Alberta, British Columbia and Manitoba, making it possible to allow a claim for any disablement, including an industrial disease, that can be shown to have arisen by reason of the nature of the employment. In some provinces compensation may be granted for a disease not listed in a schedule, either by reason of the wider definition of "accident" or through the power given to the Board to award compensation for any disease shown to be peculiar to or characteristic of a particular industrial process, trade or occupation. A number of new diseases were added to the schedule in most provinces in the ten-year period. As an example, diseases due to radiation were made compensable in Newfoundland and Nova Scotia in 1960. In several provinces limitations previously imposed on payment of compensation for silicosis were removed or relaxed.

In Manitoba, British Columbia and Nova Scotia, a Compensation Counsellor was named to assist injured workmen with compensation problems.

In three additional provinces—Manitoba, Newfoundland and Nova Scotia—the Board was empowered to establish a Second Injury Fund. The purpose of such funds is to relieve employers in a class of the total cost of a second accident occurring to a workman who had suffered a disability in previous employment.

During the period the two federal compensation laws were also amended.

The Merchant Seamen Compensation Act, which applies to seamen who are not within the scope of a provincial workmen's compensation law, was amended in 1953 and again in 1957 for the purpose of bringing benefits into line with those payable under

(Continued on page 168)

White House Conference on Aging

That arbitrary upper age limits in hiring cannot be justified and should be abandoned was one of conclusions emerging from conference, first of its kind

"Arbitrary age limits in hiring cannot be justified and should be abandoned." This was one of the conclusions that emerged from the White House Conference on Aging, held in Washington last month.

Some 2,700 delegates attended from all States of the Union. In addition, some guests were invited from other countries; 18 attended from Canada.

The conference, authorized by special legislation passed by the U.S. Congress in 1958, was the first of its kind devoted to problems of the aged. The many problems explored included: employment security, income maintenance, health and medical care, rehabilitation, social services, housing, education and recreation.

One section devoted its discussions to employment security and retirement. The participants agreed that the ever-increasing tempo of industrial advance and the rapidly growing complexity of technological innovations have produced a labour market in which many older workers find themselves without any secure attachment to a job or actually displaced and unable to find employment.

This section believed it was "desirable that private pension plans contain 'vesting' provisions to assure the worker who changes jobs of some retirement benefits. Where financially feasible, employee rights under some existing plans should be liberalized." A substantial minority, however, thought this was a matter for the independent judgment of employers and employees.

It was agreed that, although there are significant individual variations in all age groups, extensive studies revealed no sound basis for the widespread belief that older workers as an age group are less productive, less reliable and more prone to accidents and absenteeism than younger workers. Management and organized labour were urged to co-operate in reviewing the obstacles that exist, and develop programs to minimize the dislocation of older workers on the job.

From the Conference emerged a declaration of rights and obligations, a "Senior Citizens' Charter," as follows:

Rights of Senior Citizens:

Each of our senior citizens, regardless of race, color or creed is entitled to:

1. The right to be useful.
2. The right to obtain employment, based on merit.

3. The right to freedom from want in old age.

4. The right to a fair share of the community's recreational, educational, and medical resources.

5. The right to obtain decent housing suited to needs of later years.

6. The right to the moral and financial support of one's family so far as is consistent with the best interest of the family.

7. The right to live independently as one chooses.

8. The right to live and to die with dignity.

9. The right of access to all knowledge as available on how to improve the later years of life.

Obligations of the Aging:

The aging, by availing themselves of educational opportunities, should endeavour to assume the following obligations to the best of their ability:

1. The obligation of each citizen to prepare himself to become and resolve to remain active, alert, capable, self-supporting and useful so long as health and circumstances permit and to plan ultimate retirement.

2. The obligation to learn and apply sound principles of physical and mental health.

3. The obligation to seek and develop potential avenues of service in the years after retirement.

4. The obligation to make available the benefits of his experience and knowledge.

5. The obligation to endeavor to make himself adaptable to the changes added years will bring.

6. The obligation to attempt to maintain such relationships with family, neighbours and friends as will make him a respected and valued counsellor throughout the later years.

Canada was represented by: Mrs. Jean Good, Toronto, and Miss Marie Hamel, Ottawa, Canadian Welfare Council; Miss Hope Holmsted, Toronto, Canadian Red Cross; Dr. Ian MacDonald, Canadian Medical Association; André Landry, Rev. Father Riendeau and Dr. F. Laurendeau, Province of Quebec; H. S. Farquhar, Province of Nova Scotia; Prof. James Clare, Province of Manitoba; Miss Lola Wilson, Province of Saskatchewan; Kenneth L. Hawkins and Donald Bellamy, Province of Ontario; Humphrey Carver, Central Mortgage and Housing Corporation; Dr. E. A. Watkinson and Mrs. Flora E. Hurst, Department of National Health and Welfare; Dr. John N. Crawford, Department of Veterans Affairs; Ian Campbell, Civilian Rehabilitation Branch, Department of Labour; and Pat Conroy, Canadian Labour Counsellor, Washington.

Vocational Training for Girls

ICFTU Executive Board enunciates principles held to be essential in adequate program of vocational training and guidance of girls and women. Ontario Hydro Employees Union conducts special basic training courses for 18 women stewards

A resolution on vocational training and guidance for girls and women that was passed recently by the Executive Board of the International Confederation of Free Trade Unions enunciated the principles held to be essential in an adequate program in this area. They were:

1. The terms and conditions of access to vocational training should be equal for both sexes and generally for the same trades and occupations, including scientific and technical professions.

2. Proper care should be taken to give equal opportunities to young persons of both sexes to participate in apprenticeship and training programs.

3. All efforts should be made to give to girls the same opportunities for schooling as are given to boys; and to ensure that they have at their disposal during and after their last years at school the same vocational guidance facilities.

4. Vocational training and guidance should be adjusted to the needs of a technologically progressing economy.

5. Vocational guidance services should take account not only of individual aptitudes but also of available employment opportunities.

6. Publicity and information campaigns about the vocational guidance services and employment opportunities should be carried out among girls, parents, teachers, employers and trade unions.

7. Special arrangements should be made for the vocational readjustment of women who resume employment after an interruption lasting several years.

8. Special attention should be given to all these problems in the developing countries, where the needs are particularly urgent.

The Executive Board also called upon the United Nations and its specialized agencies to assist vocational training programs for women and girls, particularly in the economically developing countries.

Basic Training for Women Stewards

Eighteen women stewards from nine divisions were recently given a special basic training course by the Ontario Hydro Employees Union.

In addition to their general responsibilities as stewards, the group discussed the role

of women in building the trade union movement. Three women, active in the trade union movement, led discussions on "How can unions help working women?" and "How can more women in the OHEU be persuaded to take an interest in union activities?"

A "trial grievance" involving the relief pay of a woman clerk was acted out through its various stages and discussed.

The women also studied the constitution of their union, and union finances, the collective bargaining and certification procedure, and the main provisions of the OHEU collective agreement.

U.N. Commission on Status of Women

The 1961 session of the United Nations Commission on the Status of Women will be convened at the U.N. European Office in Geneva on March 13. During the past three years Canada served on the 18-member Commission but this year is replaced by Australia.

The agenda of the Commission will follow its usual pattern. The principal subjects to be considered during the three weeks of discussion will be: developments in the political rights of women; economic rights, and phases of the occupational outlook for women; the status of women in private law, this year having to do especially with the minimum age of marriage, consent of the parties to the marriage and registration of marriages; and the access of women to education with special emphasis on the position of women in the teaching profession.

New Director of U.S. Women's Bureau

The appointment of Mrs. Esther Peterson as one of the assistants to the U.S. Secretary of Labor and Director of the Women's Bureau was announced last month.

For 15 years she worked for the Amalgamated Clothing Workers of America, first as assistant director of education, and later as the union's Washington legislative representative. She has served as a member of the Department of Labor's Advisory Committee of the Women's Bureau and of the Minimum Wage Board for the District of Columbia. During the past three years she has been legislative representative of the Industrial Union Department, of the AFL-CIO.

50 Years Ago This Month

Amendments to Quebec Factories' Act effective January 1, 1911 reduced hours of work for women and children in cotton and woollen factories from 60 to 58 a week. Vancouver printers gain seven-hour day by end of three-year agreement

A number of changes in wages, hours, and conditions of employment were reported in the February 1911 number of the *Labour Gazette*.

Amendments to the Factories' Act of the province of Quebec that went into effect on January 1 reduced the hours of work for women and children in cotton and woollen factories from 60 to 58 a week. "In certain instances," the *Gazette* said, the employers made no reduction in the weekly earnings of the employees affected.

The Quebec Government announced that it would open free employment bureaus in Montreal and Quebec, and that other offices would be opened later as circumstances might require.

The *Gazette's* Ottawa correspondent reported: "The mayor and chief of the fire brigade have recommended a change in firemen's hours of duty, giving a man every eighth day for rest. The present schedule allows the members of the brigade one day in twelve, and an evening of five hours every fourth day. The balance of the time they are on duty day and night."

From Vancouver it was reported that a three-year agreement had been signed by The World Printing and Publishing Company and Local 226 of the International Typographical Union that provided a graduated reduction from a day of seven and a half hours to a day of seven hours. Wages were set at \$5 a day for day workers and \$5.50 for night workers. The old rates had been \$25 for a week of six seven-and-a-half-hour days for day work, and \$27 for a week of the same length for night workers.

At the same time, another three-year agreement signed by the same company and Local 88 of the International Stereographers and Electrotypers' Union provided for a continuance of the eight-hour day, but gave a wage increase of \$1 a day all round. Foremen were to receive \$31, and journeymen \$27 a week. The contract stipulated that the foreman was to be a member of the union.

Workmen employed by the City of Toronto, including waterworks labourers, inspectors, engineers, firemen, oilers and tree-trimmers, numbering about 120, were given increases in pay ranging from \$1.50 to \$3 a week.

The strike of coal miners at Springhill, which began on August 11, 1909, (L.G., Aug., 1959, p. 815) was reported to be still going on, although "the mines continued to be operated to a limited extent." The strike, which involved about 1,000 members of the United Mine Workers, resulted from the refusal of the Cumberland Railway and Coal Company to recognize the union as bargaining agent for the men, and to grant wage increases and certain improvements in working conditions.

The conviction on a charge of manslaughter of a former signalman in a signal tower of the CPR at a siding near Winnipeg was reported in the *Labour Gazette* of February 1911. The man was said to have been "very drunk" while on duty. By throwing a switch, he derailed an approaching train. The fireman, who jumped out, fell under the locomotive and was killed. The watchman was sentenced to four years in Stony Mountain penitentiary.

The *Gazette* said that during 1910 some 1,330 miles of new railway had been completed in Canada. Of this amount, 500 miles had been laid in Saskatchewan. Railway building activity in 1911 was expected to be equal to, or greater than that of 1910.

The total number of immigrants who arrived in Canada during the period April in October 1910 was given in the *Labour Gazette* as 227,775, compared with a total of 138,172 during the corresponding period of 1909. Of the 1910 total, 85,246 came from the United States and the remainder through ocean ports.

A statement presented to a Royal Commission appointed to inquire into Chinese immigration showed that during the first two years after the imposition of a \$500 head tax, effective January 1, 1904, Chinese immigration practically stopped. Only four persons arrived in 1904 and eight in 1905. The next year the number rose to 50.

In the following four years, the totals were: 1907—745; 1908—893; 1909—469; 1910—1,286. The total in the 1904-1910 period was 3,455.

In 1909, homestead entries in the Prairie Provinces and British Columbia totalled 37,061; in 1910, the total was 48,257.

INTERNATIONAL LABOUR ORGANIZATION

Social Consequences of Coal-Mining Crisis

ILO tripartite technical meeting, declaring that coal remains most important energy source despite appearance of new sources, calls attention to need for governments to promote policy to enable industry to maintain place in economy

"Despite the appearance of new sources of energy on a large scale, coal remains, and will remain for a long time to come, the most important source of energy and primary products in the modern economy."

This statement is among the conclusions adopted by the Tripartite Technical Meeting convened by the International Labour Organization to consider the social consequences of the coal crisis. The meeting, held in Geneva from January 16 to 26, was called in accordance with a resolution adopted in May 1959 by the ILO Coal Mines Committee (L.G. 1959, p. 607).

The meeting noted that the current state of crisis, despite its seriousness, in no way implies that the existence of the coal-mining industry, even in the more distant future, may be in question. The meeting believed, however, that "the attention of governments should be drawn to the paramount need to promote, in each country concerned, a policy to enable the coal-mining industry to maintain an essential position within each national economy . . .

"It is essential for the industry and for each of the producing countries to ensure that the emergency measures which have been or may still be taken to reduce production by means of lower levels of employment should not, in any way, damage the substance of the coal-mining industry, i.e., its manpower and all the other elements which ensure its productive capacity."

The meeting enumerated a series of measures, some temporary and others of a permanent character, that might be taken into consideration in view of the particular conditions prevailing in different countries and in different mining undertakings.

The temporary measures are intended to mitigate in the short run the effects of lower levels of employment on the workers.

"Others are of a permanent nature; their purpose is to counteract the disturbances which might have been and may still be

caused by the exceptional and temporary measures taken during the acute stage of the crisis; to restore and to maintain the confidence of the workers in mining; to strengthen the manpower structure of coal mines; and to provide for this manpower, from the labourer to the engineer, conditions of employment which are socially satisfactory and as stable as possible."

The meeting insisted that the elaboration and application of the temporary measures should be facilitated by consultations and by co-operation between mine undertakings and workers' organizations, and, if appropriate, with the participation of the government.

The meeting estimated that the measures it had recommended can be applied with full effectiveness only if efforts are made to tackle the main causes of the crisis. Believing that it had to limit its role to suggesting the general lines which it is essential to follow for the restoration of the coal-mining industry, the meeting indicated:

Without ignoring all other efforts which have been or may still be undertaken at different levels, the Tripartite Meeting considers that particular efforts should be undertaken and pursued for the following motives:

(a) to maintain the coal-mining industry as one of the essential elements of each national economy, both as a producer of a source of energy and as a producer of a raw material for new industries or new techniques;

(b) to proceed, in those countries where the need is apparent, to an internal reorganization of the coal-mining industry by revising its means and possibilities, adjusting its programs and improving its internal and external methods of organization;

(c) either to put into effect or to pursue systematically a co-ordinated national fuel policy in order to establish the best possible balance between the coal-mining industry and the other sources of energy, and to enable the coal-mining industry to adapt itself smoothly to the development of other forms of energy;

(d) to complete national fuel policies, including the co-ordination of various forms of energy, in co-operation with the regional and international bodies competent in the field;

(e) to obtain, in the countries where the need arises, the assistance of the authorities in order to enable the coal-mining industry to settle the acute social problems it faces and, at the same time, to increase its efficiency and improve its productivity so as to withstand the competition of other forms of energy.

The meeting expressed the wish that "the Governing Body, after having examined the conclusions, will draw the attention of governments, the coal-mining industry and the international organizations competent to deal with economic and social problems to the conclusions so that they will take into consideration the measures suggested with a view to counteracting the social consequences of the crisis in the coal-mining industry."

The Coal Crisis

Since the beginning of 1958, the coal-mining industry in a number of countries has been in serious difficulties, causing acute concern to governments as well as to the employers and workers directly concerned, states a report prepared by the International Labour Office for the meeting.

The ILO report reproduces statistics showing the trends in the consumption of coal from 1950 to 1959 in certain Western European countries, in the United States and in Japan.

The report notes that "the fall in coal consumption is due to a combination of many factors, chief among which are the weather and the level of water supplies, fluctuations in industrial activity, and structural factors such as greater fuel efficiency and the displacement of coal by other forms of energy... The most important reason is the influence of structural factors, particularly the faster displacement of coal by petroleum products—a process which has largely been due to the unfavourable shift in the ratio of coal and oil prices."

Examining the social consequences of the coal crisis, the report gives statistical infor-

mation on the reduction in the labour force, slackening in recruitment, dismissals, unemployment, and short-time work. It states that "the coal industries in all the countries that have been considered (with the exception of The Netherlands, where there have been no major difficulties) have been forced to cut down their labour force, sometimes quite substantially. In all countries, normal wastage has no longer been made good by recruitment, although in some instances, recruitment had merely been slowed down...

"Problems are due to the difficulty encountered by some classes of miners (for purely personal reasons) in moving into other occupations or the lack of alternative employment in some mining areas, where the economic structure is not very diversified and there are few other opportunities available. In some coal-producing countries, the mines have had to reduce their output and introduce short-time work."

Concerning the slowing down or complete cessation of recruiting, one of the methods used to permit reductions in the labour force without leading to a major clash, the report notes:

"While this has the advantage of reducing the labour force without depriving miners of their jobs, it has a number of serious long-term drawbacks. Clearly if one particular industry... is in the throes of a crisis at a time of general economic expansion, voluntary wastage is not only likely to be greater than the industry can afford but may be so indiscriminate as to be a threat even to the thoroughly efficient mines. The stoppage of recruitment has a further danger in that it completely distorts the age pyramid of the labour force."

Participating in the meeting were governments, employers and workers from Belgium, France, the Federal Republic of Germany, Great Britain, Japan, The Netherlands and the United States.

The United Nations, the O.E.E.C. and the European Coal and Steel Community were represented by observers, as were international organizations of employers and workers.

ILO, Euratom Sign Agreement on Protection against Radiation

David A. Morse, Director-General of the International Labour Office, and Heinz L. Krekeler, member of the Commission of the European Atomic Energy Community, last month signed an agreement concerning co-operation between the ILO and the EAEC in the field of the protection of workers against ionizing radiations.

The agreement calls for consultations on questions of mutual interest, the possibility of the participation of observers at meetings organized by the ILO or the EAEC, the exchange of legislative and statistical information, and technical co-operation within the scope of the agreement.

TEAMWORK in INDUSTRY

Savings of \$90,000 may be realized by the city of Calgary through the success of its labour-management "safety push of 1960." With the city employee accident rate down 25 per cent from the 1959 figure, the reduction in compensation costs might well reach that amount.

Praising city departments generally for their achievement, Public Works Commissioner John Steel singled out the staff of St. George's Island zoo for its 11-year record of no lost-time accidents. He presented an engraved plaque to zoo curator Tom Baines and personally congratulated each member of the 10-man crew. During the past year, the parks department as a whole reduced its accidents by almost one-third.

Mr. Steel attributed the 1960 reduction in accidents and costs to the \$5,000 "safety push" staged jointly by management and members of Local 37, National Union of Public Employees, CLC. The drive was directed by city safety supervisor Al Grassick. The expected saving of \$90,000 is almost equal to the total budget of the city's personnel department, which provides employment training, safety and classification services.

* * *

Training in fire prevention and fire fighting is being given to paper machine crews and supervision at the Cornwall, Ont., division of Howard Smith Paper Mills. According to *The Paper Mill Log*, employee newspaper, Cornwall Fire Chief L. A. Carriere and paper mill superintendent J. E. Taylor are providing the instruction for the courses which are aimed at protecting the lives of employees and the company's substantial investment in equipment.

Plans are currently being made to extend the training program to other departments of the mill.

* * *

Guests attending the National Pulp and Paper Day celebrations of the St. Lawrence Corporation's Red Rock Mill in Red Rock, Ont., came from as far away as Detroit and Chicago. More than 1,000 persons—530 students and 523 adults—accepted the company's invitation to the September "Open House" and plant tour arranged to mark the event. Members of the mill's labour-management Mutual Interest Committee planned and directed the extensive guest program.

Following distribution of informative brochures containing a history of the mill and a description of pulp and paper making processes, visitors were briefed on facts pertinent to the plant tour. Mutual interest committee members and others guided the visitors in groups of 12 along a route which covered the entire paper manufacturing process from pulp logs to finished product.

Labour representatives serving on the mutual interest committee are members of the CLC-affiliated brotherhoods of Pulp, Sulphite and Paper Mills Workers, Paper-makers and Electrical Workers, and of the Operating Engineers.

* * *

An idea of the labour-management committee operating in the McKellar General Hospital at Fort William, Ont., now has the superintendent taking a walk one morning a week. It all started when the committee recommended that a space be reserved on patients' charts for comments and suggestions on how the hospital's service might be improved. Response from the patients was immediate; the committee has had to set aside a portion of its monthly meeting time in order to review their ideas.

One of the proposals, made unanimously by four of the patients, suggested that hospital Superintendent R. V. Johnston should visit the wards to chat with the patients more often. Not a man to let the committee down, Mr. Johnston now makes his rounds one morning a week. The results, he says, have been "extremely gratifying."

Another proposal was that the hospital's ice manufacturing unit be fitted with a defrosting mechanism. Ultimately it was decided that a defroster was unnecessary; but during their discussions, LMC members requested a series of bacteria tests. Although the machine was found to be free of bacteria, the methods used in getting ice delivered to the patients were considered poor. Shortly thereafter, a better type of container was purchased and an improved method of handling was devised.

Bargaining agent for union members of the hospital staff is Local 268 of the Building Service Employees International Union CLC.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during December. The Board issued two certificates designating bargaining agents, ordered one representation vote and rejected three applications for certification. During the month the Board received 11 applications for certification.

Applications for Certification Granted

1. Warehousemen and Miscellaneous Drivers, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, on behalf of a unit of mail pick-up and delivery drivers employed by John A. Snow, Willowdale, Ont. (L.G., Jan., p. 43).

2. Civil Service Association of Canada, Ottawa-Hull Local Council, on behalf of a unit of stationary engineers and firemen employed by the Central Mortgage and Housing Corporation in Ottawa in heating and power plants at the Head Office on Montreal Road, the Laurentian Terrace on Sussex Street and the Strathcona Heights Development on Mann Avenue (L.G., Jan., p. 44).

Representation Vote Ordered

The Montreal Harbour Police Brotherhood (Ind.), applicant and intervener, the National Harbour Board Police Brotherhood, Montreal, applicant and intervener, and the National Harbours Board, respondent (L.G., Oct. 1960, p. 1029 and Nov. 1960, p. 1140). The Board directed that the names of both organizations be placed on the ballot, and that the voting unit comprise employees in the Harbour Police Force and the Jacques Cartier Bridge police detail at Montreal (Returning Officer: C. E. Poirier).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880, and the General Truck Drivers' Union, Local 938

of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tank Truck Transport Limited Point Edward, Ont., respondent (L.G., Dec. 1960, p. 1293). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Export Packers, Toronto, Ont., respondent (L.G., Oct. 1960, p. 1029). The application was rejected for the reason that the Board considered that it lacked jurisdiction.

3. General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Leslie Armstrong Mail Service, Owen Sound, Ont., respondent (L.G., Jan., p. 43). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Sannie Transportation Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

2. International Association of Machinists, on behalf of a unit of cafeteria employees of Trans Canada Air Lines employed at its overhaul base at the Montreal Airport (Investigating Officer: C. E. Poirier).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of the Canadian National Railways employed in its Pur-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

chasing and Stores Accounting Centre at Winnipeg (Investigating Officer: W. E. Sproule).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Northland Shipping Co. Ltd. (Investigating Officer: D. S. Tysoe).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Wm. C. Norris Ltd., Montreal (Investigating Officer: C. E. Poirier).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of the Canadian National Railways employed in its Purchases and Stores Accounting Centre, LeBer Street,

Point St. Charles, Que. (Investigating Officer: R. L. Fournier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Abitibi Power & Paper Company Limited, Toronto (Investigating Officer: Rémi Duquette).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Dominion Coal Company Limited, Sydney, N.S. (Investigating Officer: Rémi Duquette).

10. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of electricians employed by Manitoba Pool Elevators in its grain elevator at Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administration arm of the Canada Labour Relations Board, in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canadian Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

11. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of

electricians employed by the Saskatchewan Wheat Pool in its Terminal Elevator Division at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the Cereal Workers Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

2. Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: R. Duquette).

3. Pacific Western Airlines Ltd., Vancouver, and Lodge No. 1500 of the International Association of Machinists (Conciliation Officer: D. S. Tysoe).

4. Consolidated Freightways, North Burnaby, B.C., and Office Employees' International Union, Local 15 (Conciliation Officer: G. R. Currie).

5. Robin Hood Flour Mills Limited, Moose Jaw, Saskatchewan, and Local 201, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Vancouver Barge Transportation Limited, Vancouver, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., Dec. 1960, p. 1295).

2. Vancouver Barge Transportation Limited, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers, and Canadian Merchant Service Guild, Inc., (Conciliation Officer: G. R. Currie) (L.G., Aug. 1960, p. 815).

3. Holden Sand & Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May 1960, p. 467).

Settlement after Conciliation Board Procedure

1. Hull City Transport Ltd., and Hull City Transport Employees Union (L.G., Dec. 1960, p. 1295). The text of the Board report is reproduced below.

Report of Board in Dispute between

Hull City Transport Limited, Hull, Que.

and

Hull City Transport Employees' Union

This Board, which was definitely established on October 20, 1960, under the Industrial Relations Act 1948 c. 54, consisted of Jacques Bertrand, representing the employer; Jean-Robert Gauthier, representing the Union; and, on the joint recommendation of these two men, Jean Girouard as chairman.

Public hearings were held in Hull, in the Municipal Court premises, on November 21 and December 1 and 2, 1960. On December 2 and 3, 1960, meetings of discussion took

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Hull City Transport Ltd., Hull, Que., and the Hull City Transport Employees' Union.

The Board was under the chairmanship of Jean Girouard, Montreal, who was appointed by the Minister on the joint recommendation of the other two members, Jacques Bertrand, Hull, Que., and Jean-Robert Gauthier, Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

place in Hull, and the parties have separately consented to so-called conciliation interviews.

The matters in dispute referred to the Conciliation Board, according to the report made by conciliation officer Rémi Duquette, were the following:

- Holidays with pay;
- Sick leave;
- Workmen's compensation;
- Weekly rest;
- Paid statutory holidays;
- Wages.

The only matters in dispute which the parties, at the time of the public hearings, agreed to submit to this Board were the following, in accordance with the draft agreement submitted by the union as exhibit S-2:

- Section 6.04: Holidays;
- Section 7.01: illness and group insurance;
- Section 8: policy in case of illness;
- Section 9: work accidents;
- Section 11: weekly holidays;
- Section 12: paid holidays;
- Section 13: discipline;
- Section 19: wage schedule (drivers);
- Section 20: paragraphs b), c) and d): clothing (drivers);
- Section 20.01: working periods;
- Section 20.03: working periods;
- Section 20.09: working periods;
- Section 20.12: regular work week;
- Section 20.13: over-time pay;
- Section 21.00: clothing (garage employees);
- Section 21.05: wage schedule (garage employees).

After having heard the parties and received their respective evidence; after having deliberated, and having taken the circumstances into consideration, the Board **unanimously** arrived at the following conclusions:

Holidays (section 6.04 of exhibit S-2)

The Board recommends a clause which reads as follows:

If, on May 1 of a year, the employee has *twelve* years of service, he has the right to an annual holiday of twenty-one (21) consecutive days, with pay, at the rate of 6 per cent of wages earned during the twelve months preceding the 1st of May of each year.

Illness and Group Insurance (section 7.01 of exhibit S-2)

The Board recommends the enforcement of section 7.01 of exhibit S-2, as it stands at present.

Policy in case of illness (section 8 of exhibit S-2)

The unanimous recommendation of the Board on this subject is contained in the following three clauses:

8.00 In a case of illness, every employee with at least a year's service is entitled to his regular wages based on the equivalent of eight (8) hours a day, for a total equal to three quarters ($\frac{3}{4}$) of a working day for every month's service with the employer.

8.01 The sick leave which has not been taken will be accumulated from year to year to the credit of the employee, up to a maximum of three (3) months. When the employee leaves, he will be paid for the accumulated days.

8.02 Whenever he is absent, the employee will inform, or will have someone inform his immediate superior as soon as possible, and, upon request by his employer, he will have to furnish proof of his illness and/or undergo examination by a doctor designated by the employer.

Work accidents (section 9 of exhibit S-2)

The Board recommends that, in the case of an accident which occurred or illness which was contracted in the course or on account of their work, the injured or sick employees receive the equivalent of the compensation provided for by the Workmen's Compensation Act for the Province of Quebec.

Weekly holidays (section 11 of exhibit S-2)

The Board recommends that each employee be entitled to a weekly holiday of at least twenty-four (24) consecutive hours in accordance with the schedule of working hours agreed upon by both parties.

Paid holidays (section 12 of exhibit S-2)

The Board recommends the enforcement of the following text:

The following days will be paid holidays: New Year's Day, Epiphany, Easter, Labour Day, Christmas.

An employee who does not work on these days receives the equivalent of eight hours of work. All work done during one of these days is paid for at the rate of one and one half ($1\frac{1}{2}$) the rate of the employee's regular wages.

Discipline (section 13 of exhibit S-2)

The Board recommends the enforcement of Section 13.00 of exhibit S-2, as it stands at present.

Wage schedule (drivers) (section 19 of exhibit S-2)

The Board recommends the following hourly wage schedules:

(a) *Retroactive to August 1, 1960* (the previous agreement between the parties having expired on July 31, 1960)

First six (6) months	\$1.19
From 7th to 12th month	\$1.24
After one (1) year	\$1.36
After two (2) years	\$1.40

(b) *From the date of the signing of the next agreement* (and taking into consideration the reduction of the regular work week from 54 to 48 hours)

First six (6) months	\$1.39
From 7th to 12th month	\$1.45
After one (1) year	\$1.61
After two (2) years	\$1.63

(c) *From six (6) months after the signing of the next agreement:*

First six (6) months	\$1.44
From 7th to 12th month	\$1.50
After one (1) year	\$1.66
After two (2) years	\$1.68

XXX—The Board unanimously recommends the abolition of extra pay at \$0.10 an hour for outside routes.

Clothing (drivers) (section 20, (a), (b) (c) and (d) of exhibit S-2)

The Board recommends the following clause (b):

(b) two (2) shirts and one (1) tie in the Spring, summer and autumn of each year;

As for the other two clauses (c) and (d) of Section 20, the Board states that as a rule, the drivers should wear a complete outfit provided by the employer. However, in view of the circumstances referred to by the parties, the Board recommends that the parties come to an agreement as soon as possible on this subject.

Working periods (section 20.01, 20.03 and 20.09 of exhibit S-2)

The Board recommends the enforcement of the following clauses:

20.01 Except as otherwise agreed upon by the parties, the working periods for every day with the exception of Saturdays, Sundays and the holidays herein stipulated in section 12.00 should not exceed five (5) continuous hours.

20.03 The working periods out on the road will form a total of working hours varying from eight hours and fifteen minutes to eight hours and forty-five minutes (8:15 to 8:45), distributed over a maximum period of thirteen (13) hours.

20.09 For every working period, as well

as for all reporting time, compulsory or required by the employer, each driver (including the supernumeraries or "spares" who are not regulars) should be paid for at least the equivalent of two (2) hours of work at straight time.

Regular work week

(section 20.12 of exhibit S-2)

The Board recommends a regular work week of forty-eight (48) hours, distributed over five and one-half days (5½) for a period of seven (7) days.

Overtime pay

(section 20.13 of exhibits S-2)

The Board recommends the enforcement of section 20.13 of exhibit S-2 as it stands at present, except for the words "46 hours and 45 minutes" in the last lines which should be replaced by "forty-eight (48) hours".

Clothing (garage employees)

(section 21.00 of exhibit S-2)

The Board recommends the following clause:

21.00 The employer will supply at his own expense every year:

(a) two pairs of over-alls to employees whose work requires the wearing of such clothing.

(b) two pairs of trousers and two work shirts to the other employees.

All of which will be cleaned at the expense of the employer.

Wage schedules (garage employees)

(section 21.05 of exhibit S-2)

The Board recommends, for garage employees, wage adjustments similar to those recommended above in the case of drivers.

Seeing that precise classifications with related wage schedules do not exist yet for garage employees, the Board finds it impossible to take on and consider the case of each employee; however it strongly recommends that the parties correct this state of affairs.

Since the principles which served as a base for the above-mentioned conclusions concerning drivers' wages apply *mutadis mutandis*, the Board quotes as an example the case of helpers receiving \$1.03½ an hour in accordance with the collective agreement which has expired.

(a) *Retroactive to August 1, 1960:*

\$1.03½ plus \$0.10 = \$1.13½

(Continued on page 179)

LABOUR LAW

Legal Decisions Affecting Labour

Manitoba Court of Queen's Bench rules buyer of bankrupt business is not bound by existing collective agreement, quashes Labour Relations Board's decision.
Ontario High Court rules that truck carrier comes under federal jurisdiction.

In Manitoba, the Court of Queen's Bench ruled that a buyer of a bankrupt business is not bound by the terms of a collective agreement which, at the time of purchase, was in force between the bankrupt company and its employees.

In Ontario, the High Court granted an order prohibiting the Magistrates Court from proceeding with a charge laid under the Ontario Labour Relations Act and ruled that a truck carrier, because some of its activities regularly connected Ontario with Quebec and extended beyond the limits of Ontario, was subject to the federal Industrial Relations and Disputes Investigation Act.

Manitoba Court of Queen's Bench...

...holds purchaser of assets of bankrupt business not bound by the existing collective agreement

On September 19, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench ruled that a mere buyer of the assets of a bankrupt business does not, on the strength of his purchase, become a person to whom has passed "the ownership of the business" within the meaning of Section 18 (1) (c) of the Manitoba Labour Relations Act. Therefore he is not bound by the collective agreement made previously between the bankrupt concern and its employees.

Parkhill Bedding and Furniture Limited purchased for cash all the physical assets of Trysson Manufacturing Limited, a bankrupt company, including its plant, equipment and stock, but not its accounts receivable and goodwill, and took possession of them on March 7, 1960.

Afterwards, the company engaged some, but not all, of the former employees of the bankrupt company and reopened the factory.

The certified bargaining agent of Parkhill's employees was Local 35 of the Upholsterers' International Union of North America, and there was a subsisting collective agreement with the union. The certified

bargaining agent of the former employees of the bankrupt company was Local 174 of the International Molders' and Foundry Workers Union of North America, and it had a collective agreement with the employer that provided for an increase of wages on March 1, 1960.

On May 12, Local 174 applied to the Manitoba Labour Board for a ruling that it was the certified bargaining agent of the employees in the factory previously operated by the bankrupt Trysson company and now operated by the Parkhill company, and that under Section 18 (1) (c) of the Labour Relations Act the collective agreement between it and the bankrupt company was binding upon the Parkhill company with respect to the employees in the factory previously owned by the bankrupt company.

After several hearings the Manitoba Labour Board made its order, No. 32 dated June 28, 1960, which, in part, reads as follows:

5. After consideration of evidence and argument heard the Board found as follows:

That pursuant to and for the purposes of Section 18 (1) (c) of the Act, the business in respect of which a certificate and an agreement existed between Trysson Manufacturing Limited and the International Molders & Foundry Workers Union of North America, Local 174, passed to Parkhill Bedding and Furniture Limited and that the said agreement is in full force and effect and binding upon Parkhill Bedding and Furniture Limited in respect of its Trysson Division.

Following this order, the Parkhill company applied to the court for an order of *certiorari* to quash the Board's order No. 32.

Section 18 (1) (c) of the Manitoba Labour Relations Act reads:

S. 18 (1) A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(c) any new employer to whom passes the ownership of the business of an employer who has entered into the agreement or on whose behalf the agreement has been entered into.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Board based its order upon a finding that the business passed to a new employer but did not use the words of the statute "the ownership of the business," presumably because the facts before the Board did not justify a finding that the ownership of the business had passed.

In Mr. Justice Bastin's opinion, the sale in question was of assets and not the sale of a business. The Act is quite clear that a collective agreement is to be binding on a new employer only when the ownership of the business has passed to him. Since the Board did not make a finding that the ownership of the business had passed, it was an error in law, evident on the face of the record, to order that the collective agreement entered into by Trysson should bind the Parkhill company.

Further, Mr. Justice Bastin stated that in certain respects the Labour Relations Act introduces new rights and duties into the relations of master and servant but only to the extent that these are clearly expressed. In the case of the purchase of an ongoing business, the buyer assumes the obligations of employer under subsisting contracts of employment with individual employees. It is reasonable that the buyer should also assume the employer's obligations under a collective agreement which affects the terms of employment of the continuing employees. This is the effect of Section 18 (1) (c) of the Labour Relations Act.

However, Mr. Justice Bastin added, a collective agreement is related to the employees of a business and not to its plant, goodwill or other assets. The buyer of the assets of a bankrupt business does not, on the strength of his purchase of these assets, assume any obligation toward the former employees of the bankrupt business and should not be held to have assumed any obligations under a collective agreement entered into by the bankrupt concern.

The Court quashed the Manitoba Labour Board Order No. 32 on the ground that there was an error in law on the face of the record. *Re Parkhill Furniture and Bedding Limited*, (1960), 33 W.W.R., Part 4, p. 176.

Ontario High Court...

...rules truck carrier engaged in interconnecting undertaking within scope of federal jurisdiction

On August 2, 1960, Mr. Justice McLennan of the Ontario High Court held that a carrier engaged in an undertaking which continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario fell within Section

92 (10) (a) of the B.N.A. Act, thus being subject to the federal Industrial Relations and Disputes Investigation Act; the federal jurisdiction was not affected by the fact that the interprovincial and international business was not the main or substantial part of the carrier's undertaking.

Tank Truck Transport Ltd. is a private company incorporated under the Ontario Corporations Act with head office in Sarnia, Ont. The company has been engaged exclusively as a common and contract carrier in the transportation of industrial fluids and chemicals in Ontario and to some extent between Ontario and Quebec and from the United States to Ontario.

A local of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was certified in 1954 by the Ontario Labour Relations Board under the Ontario Labour Relations Act as bargaining agent for the employees of the company. A succession of collective bargaining agreements were entered into between the company and the union.

Under one of these agreements, arbitration proceedings were held and the arbitration board directed the company to re-employ one of its employees and to pay him wages as directed in the award. Apparently the company was not willing to comply with the award, because the employee concerned, a member of the Teamsters union, laid a charge under Section 32 (4) of the Ontario Labour Relations Act against the company in the Magistrates Court in Toronto because of the company's failure to comply with the award.

Then the company applied for an order prohibiting the Magistrate from proceeding with the charge on the ground that the Ontario Labour Relations Act did not apply to the labour relations between the company and its employees, as these relations are subject to the federal Industrial Relations and Disputes Investigation Act because the company's undertaking fell within the exclusive jurisdiction of the Parliament of Canada under Section 91 (29) and Section 92 (10) (a) of the B.N.A. Act.

Section 91 (29) confers on the Parliament of Canada legislative authority over the exceptions to the powers granted to the provinces by Section 92. Section 92 (10) (a) gives the provinces legislative power to make laws in relation to

10. Local works and undertakings, other than such as are of the following classes:

- (a) Lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other or others of the Provinces, or extending beyond the limits of the Province.

The company contended that the extent of its operations beyond Ontario into Quebec and into the United States was such that it was a work and undertaking connecting Ontario with Quebec beyond the limits of Ontario within the meaning of the exception in Section 92 (10) (a), and fell within the exclusive legislative authority of the Parliament of Canada under Section 91 (29).

Counsel for the employee contended that the company's operation was not a "connecting" or "extending" undertaking within Section 92 (10) (a) but a local one within the meaning of the opening words of Section 92 (10), and that the labour relations in question were clearly matters relating to "Property and Civil Rights in the Province" under Section 92 (13), and the proper legislative authority to deal with them was the Province of Ontario.

Section 53 of the federal Industrial Relations and Disputes Investigation Act reads, in part, as follows:

S. 53. Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing.

- (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada;
- (b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province;

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

The validity of the federal Act was tested in the *Stevedores'* case (*Reference re Validity of Industrial Relations and Disputes Investigation Act (Can.) and Applicability in Respect of Certain Employees of Eastern Canada Stevedoring Co.* (L.G. 1955, p. 952); there were some qualifications expressed in some of the judgments with respect to clause (a) of Section 53, but there was no qualification so far as clause (b) is concerned and the powers of the federal Parliament to legislate in relation to the matters set out in that clause are not in question.

In 1959, the company employed 70 drivers who operated 49 truck units and 70 tank trailers, and held licences or authorizations to carry goods from the provinces of Ontario and Quebec, and from the Interstate Commerce Commission of the U.S.A.

In 1959, the company completed a total of 630 trips between points within Ontario and points outside Ontario, of which approximately 435 were between Ontario and Quebec and 195 between Ontario and the United States. The trips outside Ontario amounted to about 6 per cent of all the trips carried out by the company in 1959. There were no separate operating divisions within the company either as to employees or equipment with references to provincial or extraprovincial trips.

The company's operations, so far as Quebec was concerned, were not merely to points just over the border between the provinces, but for the most part extended well into Quebec. The trips were not made according to a time-table such as a bus service would be, but with reasonable regularity over the year. Excluding Sundays and holidays, there were approximately two trips beyond Ontario each day in the year, of which 70 per cent were between Ontario and Quebec.

Certain propositions of law and of fact in the case under review were not in dispute. Both parties agreed, for instance, that the company's undertaking was a single and indivisible one, not capable of severance, so that one part would fall under the Ontario Labour Relations Act and the other under the Dominion Act; that the work of the employees concerned was an integral part of the company's undertaking, and that, if the undertaking in question was within federal jurisdiction, its labour relations were also.

The company submitted, on the authority of the *Winner* case (*A.G. Ont et al. v. Winner et al.* (L.G. 1954, p. 559)), and on the evidence that showed a regular and continuous company's operation between Quebec and Ontario and between Ontario and the United States, that the company's undertaking connected Ontario and Quebec and extended beyond the limits of Ontario.

The employee's counsel, while conceding that the company's undertaking in a sense connected the provinces and in a sense extended beyond the limits of Ontario into the United States, submitted that for an undertaking to fall within Section 92 (10) (a) of the B.N.A. Act, either its "connecting" or "extending" activity must be its main, primary, or essential function, or that undertaking must be of national interest and concern.

With respect to the theory as to the main or primary function, counsel for the employee relied on two main facts; the small percentage of extra-provincial activity in relation to the whole undertaking, and the

limitations in the licences issued to the company by the Province of Quebec and the Interstate Commerce Commission.

Mr. Justice McLennan did not agree that limitations in these licences were of significance. In the *Stevedores'* case, the court decided that it was what the company actually did, not what it had power to do, that should be considered. In his opinion, the only basis for determining what was the main, essential or primary function of the company would be the comparative volume of activity. The percentage figures of the company's activity showed that 94 per cent was within the province of Ontario and only 6 per cent beyond it. Therefore, there was no doubt that the extraprovincial activity was not the main or primary function of the undertaking.

Counsel for the employee argued that if the relative volume of activity were ignored, it would mean that any extraprovincial transportation, however slight and insignificant a portion of the total, would bring such an undertaking under federal jurisdiction, with a corresponding invasion of civil rights within the province.

Counsel for the company argued that the question was not the relative amount of intraprovincial and extraprovincial activity, but rather whether in fact there was a "connecting" or "extending" activity regardless of whether the activity in the province was large or small by comparison.

In the *Winner* case, the company operated a bus service providing a daily service from Boston, Mass., through New Brunswick to Glace Bay, N.S., and points between. The Supreme Court of Canada and the Privy Council held that the operation of the bus line was an undertaking connecting New Brunswick with Nova Scotia and extending beyond the limits of New Brunswick and therefore was an undertaking within head 10 (a) of S. 92 and thus within federal jurisdiction. The Supreme Court of Canada held that a distinction could be drawn between what was essential, i.e., the interprovincial and international component of the company's activity on the one hand, and the incidental intraprovincial component on the other, and that the incidental part of the company's activity was within provincial jurisdiction. But the Privy Council came to a different conclusion and held that no valid distinction could be drawn between what was essential and what was incidental; that in interpreting Section 92 (10) (a) of the B.N.A. Act, the question is not what portions of the undertaking could be stripped from it without interfering with the activity altogether, but what is the undertaking which is in fact being

carried on. The Privy Council came to the conclusion that the undertaking in question was in fact one and indivisible and the fact that it might have been carried on differently did not make it or any part of it any the less an interconnecting undertaking. Consequently, the whole undertaking was held to be within federal jurisdiction.

Mr. Justice McLennan noted that in the *Winner* case the substantial or essential part of the undertaking was interprovincial and international while the incidental part was provincial. In the case at bar, the situation was reversed. Based on this factual distinction, Counsel for the employee argued that the *Winner* case was authority for the proposition that if an undertaking was either essentially extraprovincial or essentially provincial, then the incidental part of such an undertaking, if it is an indivisible one, should go along with the essential part.

In support of this argument, he relied on the following passage from the judgment of Lord Porter in the *Winner* case:

In coming to this conclusion their Lordships must not be supposed to lend any countenance to the suggestion that a carrier who is substantially an internal carrier can put himself outside provincial jurisdiction by starting his activities a few miles over the border. Such a subterfuge would not avail him. The question is whether in truth and in fact there is an internal activity prolonged over the border in order to enable the owner to evade provincial jurisdiction or whether in pith and substance it is interprovincial. Just as the question whether there is an interconnecting undertaking is one depending on all the circumstances of the case so the question whether it is camouflaged local undertaking masquerading as an interconnecting one must also depend on the facts of each case and on a determination of what is the pith and substance of an Act or Regulation.

Counsel for the employee conceded that the quotation dealt with "subterfuge" and "camouflaged local undertaking," but he also argued that it supported his contention as to the real meaning of the decision.

Mr. Justice McLennan did not agree with this interpretation. In his opinion, the quotation means that a carrier cannot evade provincial jurisdiction by creating an appearance of an interconnecting undertaking by extending his activities for that purpose across a provincial border. In such a case, comparative volume would undoubtedly be significant, along with other factors, to show what the real situation was.

In Mr. Justice McLennan's opinion, the *Winner* case does not support the contention that the interconnecting operation must be the main function of the undertaking to come within Section 92 (10) (a) of the B.N.A. Act. In his opinion, the inference from the *Winner* case seems to be

the other way; apart from a camouflaged local undertaking, the only question is whether there is one undertaking, and as a part of that undertaking, does the company carry goods beyond the province so as to connect Ontario and Quebec or extend beyond the limits of Ontario into the United States.

In the *Stevedores'* case, the employees of the company at Toronto were exclusively engaged in loading and unloading ships operated on a regular schedule between ports in Canada and foreign ports. In this respect, the Supreme Court of Canada held that since the business of the company was stevedoring ships, operating as described, that business was an essential part of shipping either under Section 91 (10) "Navigation and Shipping" or within Section 92 (10) (a) and (b) and, therefore, the labour relations between the company and its employees fell within the federal Industrial Relations and Disputes Investigation Act.

In the case at bar, Counsel for the employee argued that the decision in the *Stevedores'* case was based on the fact that the employees were *exclusively* engaged in services forming an integral part of shipping, which is under federal jurisdiction, and that the result might well have been different had they been engaged partly in or substantially in local shipping in the same way as the employees in the case under review were substantially engaged in local transportation. In support of this argument, Counsel pointed out that several of the judgments in the *Stevedores'* case indicated that the Industrial Relations and Disputes Investigation Act would not apply to "local shipping."

Mr. Justice McLennan did not agree with that argument. In his opinion, the judgments referred to discussed the validity of Section 53 (a) of the Industrial Relations and Disputes Investigation Act in its reference to "inland shipping" and not the question of the applicability of the federal legislation to the stevedores. However, Mr. Justice McLennan agreed with the Counsel for the employee that the question may still be open as to which is the appropriate jurisdiction in a case involving stevedores engaged partly on foreign shipping and partly on local shipping where such stevedores are employed, not by the shipping companies, but by an independent contractor. However, this uncertainty did not

help the employee's counsel. It could only arise when the business and undertaking, while necessarily incidental to the operation of the steamships, was separated by a contract from the primary undertaking of shipping. In Mr. Justice McLennan's opinion, a more accurate analogy with the case at bar would be as to whether employees of a shipping company engaged partly in foreign and partly in local shipping were to be governed in their labour relations by the federal or provincial law.

In the opinion of Mr. Justice McLennan, not every undertaking capable of connecting provinces or capable of extending beyond the limits of a province does so in fact. The words "connecting" and "extending" used in Section 92 (10) (a) of the B.N.A. Act must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one province to another could hardly be said to be an undertaking falling within Section 92 (10) (a). But, if the facts show that a particular undertaking involves "connecting" and "extending" activity which is continuous and regular, as the undertaking is in the case under review, then it does in fact connect or extend and falls within Section 92 (10) (a) regardless of whether it is greater or less in extent than that which is carried on within the province.

Another point relied on by counsel for the employee was that in the case under review there was no question of national interest or concern involved and that undertakings, in order to fall under Section 92 (10) (a), must be of national importance or concern. Mr. Justice McLennan rejected this argument and was of the opinion that there is no requirement under Section 92 (10) (a) that the undertaking be of national importance or concern.

In conclusion, the court held that the carrier's whole undertaking fell within Section 92 (10) (a) of the B.N.A. Act and the company's labour relations were subject to the federal Industrial Relations and Disputes Investigation Act, and not to the Ontario Labour Relations Act. Consequently, an order was being issued prohibiting the Magistrates in Toronto from conducting any proceedings against the company under Section 32 (4) of the Ontario Labour Relations Act. *Re Tank Truck Transport Ltd.* (1960), 25 D.L.R. (2d), Part 3, p. 161.

Recent Regulations under Provincial Legislation

Ontario amends apprenticeship regulations for the motor vehicle repair trade.
Newfoundland adopts CSA Electrical Code as regulations under Fire Prevention Act

In Ontario, amendments to the regulations for the motor vehicle repair trade established a term of apprenticeship of five years for the motor mechanic branch and of four years for the body repair, and electrical and fuel system repair branches of the trade.

Newfoundland has adopted the seventh edition of the Canadian Electrical Code, Part I, (C.S.A. C22.1-1958) as regulations under the Fire Prevention Act, 1954.

British Columbia Health Act

British Columbia amended the regulations for the sanitary control of industrial camps, issued under the Health Act. The new regulation, B.C. Reg. 247/60, gazetted December 29, amends B.C. Reg. 152/59.

Formerly, the Minister of Health and Welfare was empowered to exempt for any specified period mobile camps or any specified camp or place from the application of the regulations. This authority no longer exists.

A trailer used as sleeping quarters for two persons must have a net floor area of at least 96 square feet and a cubic air space of not less than 768 cubic feet. For each additional person, it must have an additional floor area of at least 48 square feet and an additional cubic space of not less than 336 cubic feet.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations granted its usual Christmas exemption to the mercantile trade. An order gazetted December 1 (B.C. Reg. 217/60) permitted employees in retail stores to work two hours in excess of the daily limit on any two days during the two-week period ending December 24, 1960.

Ontario Workmen's Compensation Act

Regulations made by the Ontario Workmen's Compensation Board amending the Schedule of Industries under the collective liability section of the Act, approved by O. Reg. 309/60, were gazetted December 3 and went into force January 1.

Among other changes, cross cutting and drifting in or for mines, the manufacturing of metal pipe and metal tube, operating automotive machine shops and the blending or packaging of tea were added to the list of industries in which employers are required to contribute to the accident fund.

There were also some changes in classes and some industries previously listed were redefined.

Manitoba Mines Act

Manitoba has issued Reg. 66/60 under the Mines Act, amending Reg. 57/45. The amendment was gazetted December 24.

It provides that no person may use an explosive other than a Fume Class 1 explosive underground in a mine, except with the permission of the director. This type of explosive is defined as one that has been so classified by the Explosives Division of the Department of Mines and Technical Surveys.

Ontario Apprenticeship Act

The Ontario Industry and Labour Board and the Provincial Advisory Committee have amended their regulations respecting the motor vehicle repair trade. The provisions in the general apprenticeship regulations relating to wages of apprentices in the motor vehicle repair trade were also amended to conform with these changes. The new regulations were gazetted December 24 as O. Reg. 326 to 328/60.

The motor vehicle repair trade is now composed of three branches instead of four. The branches, lettered A, B and C, are the trades of motor mechanic, body repairer, and electrical and fuel system repairer. The previous regulations provided for a fourth branch, that of metal worker.

There has been no change in the operations that may be performed by persons engaged in any of the three branches of the trade except that testing for and correcting faulty alignment of wheels, axles and steering mechanisms are no longer included among the duties of a body repairer.

The regulations continue to exclude persons who do minor repair or servicing jobs, specifically exempting some employees not previously listed. These include persons engaged in balancing wheels and tires, lubricating the front wheel bearings and drive shaft, replacing mufflers, tail pipes and exhaust pipes. Persons who install defrosting apparatus are no longer included among the exemptions.

There has been no change in the outline of the course of study required to be covered. The specifications for the trade of motor mechanic are in line with the national standards that have been developed.

In the motor mechanic trade, the term of apprenticeship remains five years but in the body repair and electrical and fuel system repair trades it is now four years instead of five. (The three-month probationary period provided in the Act is included in all cases.)

An exception is again made for persons with vocational training. In the motor mechanic and electrical and fuel system repair trades, the apprenticeship period is three years if the apprentice holds a secondary school graduation diploma for auto mechanics (general). In the body repair trade, the term may also be reduced to three years if the apprentice holds a secondary school graduation diploma in body repair.

The provision regarding final examinations has been amended to conform with this change. Apprentices in the motor mechanics branch will continue to try their final examinations in the fifth year but those in the other two branches will be examined in the fourth year of their apprenticeship.

Rates of wages are again established for apprentices in the motor vehicle repair trade. In the motor mechanics branch, the minimum payable to an apprentice is 50 per cent of a journeyman's wage during the first year, increasing by 10 per cent each year to a minimum of 90 per cent during the fifth year. An apprentice who has qualified for a three-year apprenticeship must now be paid at least 70 per cent of a journeyman's rate the first year, 80 per cent the second year and 90 per cent in the final year. In the other two branches of the trade, where the term of apprenticeship is now four years, the rates are 50, 60, 70 and 80 per cent, respectively. Where the term of apprenticeship has been reduced to three years, the minimum is 60 per cent the first year, 70 the second year and 80 the last year. Previously, the minimum ranged from 40 to 80 per cent in the three branches of the trade. For apprentices serving a three-year term, the minimum ranged from 60 to 80 per cent.

As before, every person engaged in the motor vehicle repair trade except a registered apprentice or a person employed for

a probationary period must hold a certificate of qualification. A new provision permits an exception to be made in cases of emergency. A person who does not hold a certificate of qualification and who normally does only minor repair and servicing jobs which do not come within the scope of the regulations may, in an emergency, do the work of a motor mechanic, body repairman or electrical and fuel system repairer, provided no licensed tradesman is available.

Newfoundland Fire Prevention Act, 1954

Newfoundland has issued an order, gazetted December 6, adopting as regulations under the Fire Prevention Act, 1954, the Seventh Edition of the Canadian Electrical Code, Part 1, designated as C.S.A. C22.1-1958.

Quebec Electricians' and Electrical Installations Act

In Quebec, O.C. 2289 was issued under the Electricians' and Electrical Installations Act, and gazetted December 31. It amends O.C. 2780, gazetted August 3, 1940, as amended.

The amendment provides mainly for increased fees, but also deals with some other matters. The former provision that no person over 27 years of age could register as an apprentice electrician has been deleted. The order also sets out in more detail the requirements for obtaining an electrical installation permit. In addition, it includes a specific provision authorizing the Board of Examiners of Electricians to refuse to issue a new permit to the holder of an "A", "A-2" or "B" licence who has neglected or refused to repair defects pointed out in previous installations.

Saskatchewan Gas Inspection and Licensing Act

In Saskatchewan, O.C. 2201/60, issued under the Gas Inspection and Licensing Act, was gazetted December 16. It amends O.C. 2244/57. The amendment repeals the provisions which formerly required a bond of \$2,000 to be furnished by supply houses, and also by employers engaging staff to take charge of gas installations on their own premises.

A law recently passed by Delaware, with penalties for violation, prohibits discrimination in employment because of race, creed, colour, origin, and against workers aged 45 to 65.

A special division against discrimination was created in the state's Labor Commission to receive complaints and issue regulations under the new enactment.

In 1960 also, Alaska, which has a Fair Employment Practices Act, passed a separate law covering older workers.

Annual Report of U.K. Chief Inspector of Factories

The number of reported accidents in premises under the United Kingdom Factories Acts increased by 3.8 per cent from 167,697 in 1958 to 174,071 in 1959, the Chief Inspector of Factories states in his Annual Report for 1959. An accident must be reported if it causes loss of life to a person employed in premises subject to the Factories Act or disables him for more than three days from earning full wages at the work at which he is employed.

The number of fatal accidents, however, declined by 10 per cent from 665 to 598, the lowest number of fatalities in this century.

The Chief Inspector attributes the increase in the total number of accidents partially to the marked rise in the level of industrial production in 1959 and the accompanying increase in the number of persons employed and hours worked. He does not consider that these reasons apply, however, to the disturbing increase, from 9,838 to 11,001, in the number of accidents to young persons.

The Report incorporates a number of important changes in the analysis and classification of accident statistics which should make them more effective for accident prevention purposes. A new table gives accident incidence rates for manufacturing industries.

The Chief Inspector considers that the wearing of protective clothing would reduce the large number of accidents to the head and neck, eyes, feet and ankles, and hands.

The final chapter of the Report concerns the activities of the Department. It includes information on publications and publicity; departmental, interdepartmental and joint committees; safety organizations; the Industrial Health and Safety Centre; and the Intelligence Section of the Inspectorate, which collects and disseminates information on industrial safety, health and welfare.

This Report, as in 1957 and 1958, includes two chapters dealing with particular subjects. The subjects in the 1959 Report: the designing of machinery for safe operation, and the prevention of accidents to young persons.

The Factories Act, 1959, was passed during the year (L.G. 1959, p. 1188).

Accident Statistics and Trends

At the end of 1959 there were 222,117 registered factories, compared with 223,085 at the end of 1958. This decline, a continuation of the trend since the war, occurred almost entirely in the number of factories without mechanical power.

The increase in the number of accidents in 1959 reversed the consistent downward

trend of the preceding three years, but the total is still the lowest for the ten-year period ending in 1959, with the exception of 1958.

Although the number of fatal accidents has shown a marked decrease during the decade, the number of fatalities in building operations and works of engineering construction has fluctuated; in these industries, the substantial decline experienced in factories, docks and warehouses has not been attained.

The accident incidence rates table, incorporated in the Report for the first time, shows the number of accidents in each manufacturing industry per 1,000 workers subject to the Factories Act. It will therefore be possible in future years to make year-to-year comparisons of accident incidence rates in individual manufacturing industries, taking into account changes in the number of persons employed.

The Report includes an appendix giving an analysis by process and cause of all reported accidents. A modified causation code for classifying reported accidents was introduced in 1959. This brings a more definite relationship between the cause of the accident and measures that might have prevented its occurrence. Comparison of figures in this appendix, however, can be made only with those for future years.

The largest single category for factory accidents in 1959 was "handling goods"; 26.2 per cent of the accidents were in this category. Other categories and the percentage of accidents in them were: machinery in motion under power, 15.8; falls of persons, 15.1; struck by falling objects, 7.9; use of hand tools, 7.9; stepping on or striking against objects, 7.7; and transport other than rail, 6.1.

An appendix to the Report analyses accidents in manufacturing by each industrial process, giving the nature and site of injury. This table, together with another one that analyses accidents by process and primary causation, permits an analysis of the causes and results of accidents in any manufacturing process.

Accidents on building operations and works of engineering construction are analysed in much greater detail in this Report than previously. The number of accidents on building operations in 1959 was 15,410, the highest total since the war. There were 169 fatal accidents, fewer than in 1958 and the average for the last ten years. The 2,875 reported accidents on works of engineering construction in 1959,

also the highest since the war, compares with 2,329 in 1958. Fatalities numbered 48, slightly lower than in 1958.

Electrical accidents in 1959 numbered 738, of which 34 were fatal, compared with 714 accidents and 38 fatalities in 1958. (The causes and prevention of electrical accidents are discussed in detail in *Electrical Accidents and their Causes 1959*, another publication of the Inspectorate.)

Dangerous occurrences must be reported under the Factories Act, 1937. In 1959, there were 1,298 of them, compared with 1,243 in 1958.

Review of the Year

This year the Report again deals with certain industrial developments relating to the safety, health and welfare of factory workers. It also refers to some of the efforts made in different industries, by voluntary organizations, and by schools and technical colleges in respect to problems of safety and health.

With respect to electrical developments, there are discussions devoted to protection from fire and explosion in the petroleum industry, safety precautions in large ammonia compressor houses, and to electronics.

Engineering developments dealt with in the Report concern the use of disc brakes on two-roll mills in rubber works, the introduction of power presses into the clothing industry, the use of hydraulic power for leather machinery, and the use of automatic-feed mechanisms in the printing industry.

In regard to foundry developments, the Report refers to a method of controlling fumes in non-ferrous foundries by the use of exhaust air of high velocity, and to a new type of reverberatory furnace. In iron foundries, work has been done on the drying of ladles by electrical energy and by gas. Two hot fettling processes have been introduced into steel foundries to minimize the production of dust containing dangerous free silica. There is also a discussion involving power-operated doors on heavy duty lifts.

Chemical developments included in the Report relate to the application of protective coatings containing toxic solvents to the internal surfaces of vessels, and the use of ammonium nitrate in the manufacture of silica bricks of low porosity.

In the building and civil engineering industries, developments in connection with maintenance and repair work on high buildings and the risk of collision between jibs of tower cranes are discussed.

Other developments dealt with concern the shipbuilding industry and the modification of textile machinery.

Efforts were continued in 1959 to have instruction in safe working practices incorporated in the curricula of technical colleges and schools. In this respect, further discussions were held between Inspectors of Factories and of Schools and principals and teachers of technical colleges.

During the year there was an extension of training courses in accident prevention for foremen and chargehands in the building industry. Similar courses have also been developed by the civil engineers for their foremen.

Designing Machinery for Safe Operation

The Report points out that many dangers of machinery can be avoided if the manufacturer incorporates safety features when it is being designed. Since 1937 a provision in the Factories Act has required any person who sells a machine for use in a factory in the United Kingdom to meet certain minimum standards with respect to guarding, thus establishing the principle that the manufacturer of machinery as well as the user had a legal responsibility. A great deal has also been done on a voluntary basis, and the Inspectorate, manufacturers, users and unions have collaborated toward the designing of safe machinery.

Agreement between employers and unions with respect to effective measures for machine guarding in a particular industry is one way of influencing machinery manufacturers. Over the years, committees comprised of representatives of these groups and the Inspectorate have made important contributions to the safe design of machinery in various industries, including the textile, printing and papermaking industries.

Some types of machines, such as power presses and milling machines, are used in several industries. In these cases, technical advisory committees representatives of the principle makers and users have been established to deal with safety problems respecting their design.

Another important agency contributing to machine safety is the British Standards Institution, which has as its main objective the co-ordination of the efforts of producers and users for the improvement, standardization and simplification of engineering and industrial products. Its standards bring to the attention of manufacturers important safety principles that should be incorporated in the design of machinery. Factory inspectors have served on about 400 of its committees.

The Report refers to five important general safety principles that manufacturers and designers should observe in connection with all types of machines.

One of these principles is the importance of ensuring that the machine operator is safe during maintenance and cleaning of the machine, as well as when he is operating it. In this respect, safe methods of lubrication can be designed, interlocking of guards may be employed, and "stop and lock" buttons may be used.

The designer should try to eliminate dangerous moving parts of machinery, make them inaccessible or safe by position, or make it unnecessary for the operator to work in the danger area. The electric motor and the use of automatic-feed mechanisms for printing machines are examples where these principles have been applied. If complete enclosure or elimination of dangerous parts is impossible, the designer should try to achieve a built-in system of enclosures forming an integral part of the machine.

Another important safety principle is that of "failure to safety." Measures should be taken so that if a machine breaks down or a safety device fails to function properly a dangerous situation will not arise.

The provision of safe control devices is also a principle which the designer of a machine should observe. These should be so placed and arranged that they cannot be operated accidentally. The different kinds of control should be easily distinguishable. "Stop" buttons should stand out clearly, have a mushroom head, and be red. "Start" buttons should be sunk or shrouded to prevent accidental starting of the machine.

In addition, the designer should so design a machine that unnecessary fatigue of the operator is eliminated, and thereby assist in avoiding accidents.

Prevention of Accidents to Young Workers

The Report states that young workers, especially during their first year of employment, are more likely to have an accident than older, more experienced workers. Consequently, special safety measures for young workers should be promoted by the Government, colleges and schools, and employers.

Since 1937, legislation concerning young persons has been enacted which: prohibits or restricts employment in dangerous or unhealthy trades; prohibits employment on certain types of dangerous machinery and in carrying or lifting excessive weights; limits hours of work; and provides for medical supervision.

The Chief Inspector considers that young persons in colleges and technical schools should receive safety training not as a special subject, but as an integral part of the courses normally taught. In this way, the young worker can learn how tools should be maintained and used, and machines

properly guarded. The teacher can instil the safety consciousness and acceptance of discipline in the use of machines and tools that is very important in factory life.

A number of conferences on safety training in technical colleges and schools have been attended by principals, department heads and teachers, and addressed by senior members of the Factory Inspectorate. One of these conferences, held in Glasgow, favoured the following suggestions: the publication of a safety code for each college; the appointment of one teacher to be specially responsible for safety matters; the inclusion of questions on safety in examinations; and close liaison between technical colleges and inspectors of factories, who can lecture and advise on safety.

The Chief Inspector states that the employer must take special safety precautions for young workers in his employ, and discusses selection and supervision, and induction and training as important measures in this respect.

Care in selecting the young worker for a specific job is essential. Careful and constant supervision is necessary during the trial period. If he shows that he can not do the job safely he should be transferred. If a person is provisionally considered competent to do a job, there should be a check made for some time on his method and manner of working and on any accidents he may have.

With respect to induction and training, all young workers, when first employed, should be instructed in safe working practices and warned against behaviour that may cause accidents. They should be taught safety consciousness, and the dangers of, for example, loose clothing and footwear that does not protect the feet.

In training schemes for young persons,

(a) the young worker should be shown where he will work, the main dangers and their causes, and how to avoid them;

(b) a competent adult should personally supervise the young person's work during initial training;

(c) the proper way to operate his machine should be shown in detail, and the dangers of undesirable methods of operation explained;

(d) there should be a clear policy for departmental managers and supervisors on accident prevention and close control of the work of young persons under their jurisdiction;

(e) strict discipline should be enforced to ensure safe methods of working;

(f) special safety propaganda should emphasize the importance which the employer and supervisors attach to safety principles.

Annual Report on Industrial Health

The Annual Report of the Chief Inspector of Factories on Industrial Health for 1959, published separately as in the two previous years, contains three main chapters. One of these reviews the year's developments; a second deals with industrial diseases, poisoning and gassing; and the third is a special chapter on dusts and their effects on the lungs.

Among the matters referred to in the first chapter is the publication of the Report of the Committee of Inquiry on Anthrax. This Committee was appointed by the Minister of Labour in 1957. Also, the Industrial Health Advisory Committee approved the publication of a booklet entitled *Toxic Substances in Factory Atmospheres*. It was published in 1960.

The second chapter discusses specific cases of industrial diseases, poisoning and gassing, including their diagnosis, treatment, and measures taken to prevent their recurrence. These discussions relate to cases of lead poisoning, chronic benzene poisoning, compressed air illness, anthrax, chrome ulceration, epitheliomatous ulceration, pneumoconiosis, industrial dermatitis, over-exposure to ionizing radiations, and gassing.

The special chapter deals with the effects of dust on the lungs, dusts causing fibrosis of the lungs, inert dusts which do not cause fibrosis of the lungs, dusts causing inflammation of the lungs, vegetable dusts, dusts predisposing to lung cancer, and protection against inhalation of dust.

Labour Legislation of Past Decade

(Continued from page 146)

the provincial Acts. Compensation under the Act is paid by the employer (the shipping company), who is required to carry accident insurance to cover his liability.

The 1953 amendments reduced the waiting period from seven to four days, increased the maximum annual earnings on which compensation is based from \$2,500 to \$3,600 and raised the benefits payable in death cases.

In 1957 maximum annual earnings were increased to \$4,500, and the percentage of average earnings used in computing compensation for disability was raised from 66 $\frac{2}{3}$ to 75. Further increases were provided in death benefits, making a widow eligible for an immediate lump sum of \$200, a monthly pension of \$75, and an allowance of \$25 a month for each child under 18 years. A payment of \$35 a month was provided for an orphan child. A maximum of \$200 is allowed for funeral expenses, together with a further sum, if required, for transportation of the body to the place of interment.

The amendments made to the Government Employees Compensation Act involved no changes in benefits. Under this Act an employee of the Crown who is disabled by accident or industrial disease arising out of his employment is eligible for the benefits payable under the workmen's compensation law of the province in which he is usually employed. Provision for payment of compensation in accordance with the Workmen's Compensation Act of the province where the employee is usually employed was made in 1955 amendments. Under the previous wording, compensation was paid according to the law of the province in which the accident occurred or the industrial disease was contracted. By a further amendment, the Minister of Labour was given authority to promote accident prevention programs in the Public Service of Canada.

Claims under the Government Employees Compensation Act are adjudicated by the provincial Workmen's Compensation Board, which acts as the agent of the federal Government.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit at end of November number 485,200, an increase of 47 per cent over end of October total, of 16 per cent over figure year before, statistics* show. Men account for 85 per cent of month's increase

Claimants† for unemployment insurance benefit on November 30 numbered 485,200, an increase of 47 per cent over the total of 330,200 on October 31, and 16 per cent higher than the figure of 417,500 on November 30, 1959.

Males accounted for more than 85 per cent of the increase during the month, and comprised 75 per cent of the total on November 30.

Of the claimants at the end of November, some 15,000 were classified as seasonal benefit applicants, compared with a total of 5,000 seasonal claimants at the same time in 1959.

The number of those on claim for two weeks or less increased by 81 per cent over October 31, the males in this category increasing by 91 per cent and the females by 49 per cent.

The average period of time on claim on November 30 was estimated to have been a little more than seven weeks, compared with six and a half weeks at November 30, 1959.

The number of those on claim for more than three months was substantially greater than at the same time in 1959, and this applied especially to males.

Initial and Renewal Claims

Initial and renewal claims for benefit during November numbered 304,400, which was 70 per cent more than the October total of 178,200 and about 10 per cent above the total of 278,600 in November 1959.

The month-to-month increase in initial claims was 100 per cent; renewal claims were up by 31 per cent. During the latter part of November, claims failing the regular contribution requirements are considered

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

under the seasonal benefit provisions, although benefit may not be paid until the Monday of the week in which December 1 falls. This explains, in part, the relatively larger increase in initial claims.

Compared with the previous year's figures, renewal claims were 14 per cent higher. Initial claims increased by 7 per cent.

The average weekly number of beneficiaries was estimated at 272,900 for November, 225,900 for October and 209,600 for November 1959.

Benefit payments totalled \$26,600,000 for November, \$20,700,000 for October and \$17,500,000 for November 1959.

The average weekly benefit payment was \$23.19 in November, \$22.86 in October, and \$20.85 in November 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November showed that insurance books or contribution cards had been issued to 4,907,700 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At November 30, 1960 employers registered numbered 332,001, a decrease of 148 since October 31.

Enforcement Statistics

During November 1960, investigations conducted by enforcement officers across Canada numbered 6,162. Of these, 2,095 were spot checks of postal and counter

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

claims to verify the fulfilment of statutory conditions and 231 were miscellaneous investigations. The remaining 3,836 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 305 cases, 48 against employers and 257 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 3,599.*

Unemployment Insurance Fund

Revenue received in November totalled \$29,214,672.56 compared with \$30,246,976.09 in October and \$27,823,610.54 in November 1959. Benefits paid in November totalled \$26,583,609.14 compared with \$20,650,922.40 in October and \$17,479,376.35 in November 1959.

The balance in the Fund on November 30 was \$331,703,558.88; on October 31 it was \$329,072,495.46 and on November 30, 1959, it was \$475,178,655.52.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1792, November 8, 1960

(Translation)

Summary of the Main Facts—A married woman, 25 years of age, worked as a spinner for Bruck Mills Ltd., Sherbrooke, Que., from February 15 to April 11, 1960. When she filed an initial application for benefit on May 25, she stated that she had left that employment for the following reasons:

I had to leave to take a rest on my doctor's orders. I am pregnant and am expecting the birth of a child around the end of October 1960. I am prepared to work, but at a job where I can sit down.

The employer stated that the claimant's employment had terminated owing to ill health.

The claimant furnished the local office with a medical certificate dated May 25, which read: "The above-mentioned person, now under my care, can certainly return to work, provided it is work that can be done sitting down."

On June 15, the insurance officer disqualified the claimant from receipt of benefit from May 22, because in his opinion she was not available for work within the meaning of section 54 (2) (a) of the Act.

On June 17, the claimant appealed to the board of referees from the insurance officer's decision. On July 27, the board of referees unanimously gave a decision, in part as follows:

... In her statement to the board of referees, the claimant said that the work she was doing was too hard for her to do in her physical condition. She asked her employer for a lighter job and as all the jobs were filled she was forced to leave her employment.

The board of referees is of the opinion that the work performed by the claimant was certainly too hard for her in her condition. The board of referees doubts very much whether an

employer would be interested in hiring her in her condition. Furthermore, the claimant is not supporting a family.

The board of referees, after studying the record, can only maintain the decision of the insurance officer.

On August 9, with leave from the chairman of the board of referees, the claimant appealed to the Umpire in the following terms:

1. I have never refused employment;
2. There has never been any doubt about my desire to obtain a job;
3. There is a contradiction in the reasons, since they doubt whether an employer would be willing to hire me in my condition;
4. If there is any doubt that an employer would be willing to hire me it is evident that I am available for work and that I have always wanted to obtain work.

Considerations and Conclusions: According to the evidence, the claimant, who at that time had been pregnant 2½ months, left her employment as a spinner to take a rest, and her employer stated that the employment had terminated owing to ill health. This differs greatly from the reason which she gave before the board of referees, namely: "She asked her employer for a lighter job and as all the jobs were filled she was forced to leave her employment."

I prefer to believe her first version, which she is supported, moreover, by the statement of the employer and by her withdrawal from the labour market for more than six weeks after the termination of her employment.

The termination of the claimant's employment in order to take a rest makes it very doubtful whether she really intended to work when she filed her application for benefit at the local office, especially if we consider also that she was registered only for work that could be done sitting down and that, as she had been pregnant for about four months, she could expect at the very most to obtain temporary jobs of short duration in that kind of work.

*These do not necessarily relate to the investigations conducted during this period.

In view of the serious doubt which attaches to the claimant's intention to work and the conditions of a particularly restrictive nature on which she intended to re-enter the labour market, I consider that for all practical purposes the claimant was not available within the meaning of section 54 (2) (a) of the Act, commencing May 22, 1960.

I therefore decide to dismiss the claimant's appeal.

Decision CUB-1800, December 7, 1960

Summary of the Main Facts—The claimant, who resides in London, Ont., filed a renewal application for benefit on May 3, 1960, and was registered for employment as a cafeteria worker. She stated that she had worked... as a cafeteria worker from July 1959 to April 28, 1960, when she was laid off because of a shortage of work. Her rate of pay at the time of the termination of her employment was \$155 a month.

The employer gave as the reason for separation "disagreement with supervisor. (The claimant) was not asked to leave."

On May 10, the local office asked the claimant to comment on the reason given by the employer. She stated, in part, in a letter dated May 12: "...Re Disagreement with Supervisor... His general attitude I thought most unfair a number of times and felt quite justified in quitting..."

The insurance officer disqualified the claimant from receipt of benefit for the period May 1, 1960, to June 4, 1960, inclusive, because, in his opinion, she had voluntarily left her employment without just cause (section 60 (1) of the Act).

The claimant appealed to a board of referees and stated:

...I feel justified under the conditions in leaving my last employment. Being placed in charge, as supervisor of the female staff on the morning shift (no less work) (no more money). Found this added responsibility "tough" due to lack of co-operation or support of senior supervisors. "Asked to be relieved from this responsibility". However, continued under these conditions, until I found it too difficult to carry on...

The board of referees which heard the case in London, Ont., on June 16, by a majority decision dismissed the claimant's appeal. In reaching this decision, the majority members took cognizance of the following:

... (The) Manager, Food Services of (the employer), advised the local office today that she was not employed in a supervisory capacity—she was a senior employee on the shift. He strongly indicated that she has stirred up considerable trouble during her period of employment and voluntarily separated on her own accord...

The dissenting member of the board was of the opinion that the claimant was fully justified in leaving her employment "before a health condition appeared" as a consequence of her not being relieved of the supervisory part of her job.

The claimant appealed to the Umpire on the same grounds as those contained in her appeal to the board of referees. In view of the claimant's appeal to the Umpire, the manager of the local office wrote to the employer on July 7 for information as to whether or not any change had been made in the claimant's duties, what work she was performing, details regarding the disagreement with the supervisor and whether or not the claimant attempted to have her alleged grievance rectified. (The employer) replied as follows:

An attempt to answer your letter of July 7 at this time is rather difficult as (the) Supervisor... is on vacation.

(The claimant) was engaged by us as a Cafeteria Assistant, and during the time that she was employed... there was no official change made in her status. Any thought that she was a supervisor was entirely in her own mind. As far as we are concerned any Employee who shows qualities of Leadership would be encouraged by us and eventually we would promote them.

Unfortunately (the claimant) possessed the unhappy faculty of fostering trouble among the people with whom she worked and also for herself. Any problem that existed with (the claimant) while employed... was not taken up by her with me.

It is my understanding that on the day (the claimant) left, she approached her Supervisor regarding a decision on a problem, and as he was busy with other duties at the time attempted to delay the matter, whereupon (the claimant) made the abrupt comment—"Make up your mind" and walked off the job.

I hope this letter is of some help to you in clearing up this matter, also it is not my wish to in any way hinder (the claimant), as her work was excellent, her manner was something else.

The claimant also requested and was granted an oral hearing of her case before the Umpire, which was to be held in Toronto on November 24. However, prior to that date, the claimant withdrew her request for a hearing because of the expense she would have to bear by attending the hearing and as a consequence it was not held.

Considerations and Conclusions—Under section 60 (1) of the Unemployment Insurance Act, "an insured person is disqualified from receiving benefit if he... voluntarily left his employment without just cause."

In this case, as the record shows that the claimant voluntarily quit her employment because of some dissatisfaction with her conditions of employment, in order to show just cause she should have, according to the

(Continued on page 177)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 179 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 230 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	116	\$696,322.00
Post Office	7	87,122.00
RCMP	11	28,368.74

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, racial origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$14,253.91 was collected from 9 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 313 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fredericton N B: Wendell McFadden, relocation of house No. 69, Experimental Station. *Elbow Sask:* Nick Linden Construction (Medicine Hat) Ltd, supply of gravel type material & depositing same in stockpile & on No. 19 Highway from its junction with No 42 Highway. *Outlook Sask:* W F Botkin Construction Ltd, supply & stockpiling of gravel type material on No 45 Highway from Birsey to South Saskatchewan River Damsite. *near Castor Alta:* Filipenko & Sons, construction of revisions & improvements to Parr Reservoir. *near Hillspring Alta:* Emil Anderson Construction Co Ltd, Square M Construction Ltd, Coleman Collieries Ltd, construction of earth embankment to form Waterton Dam & upper portion of reinforced concrete access shaft for diversion tunnel on Waterton River.

Atomic Energy of Canada Limited

Chalk River Ont: J A McGregor (Renfrew) Ltd, *plastering of ceiling & walls, addition to Bldg 150; Carl J Lehman & Sons Ltd, *extension to Bldg 100, Plant Site.

Central Mortgage and Housing Corporation

St John's Nfld: Benson Builders Ltd, *repairs to prefabricated units (Vets 1/49). *Gagetown N B:* Forbes & Sloat Ltd, construction of additional access roads & house walks (Job 69/54). *London Ont:* Max A Crump, site improvement & planting for 100 housing units (FP 4/57). *Trenton Ont:* Tatham Co Ltd, construction of stage 4 extension to school (DND 7/60).

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: James Ratchford Plumbing & Heating, improvement to washroom facilities, Sioux Lookout IRS. *Six Nations Indian Agency Ont:* Cayuga Quarries Ltd, construction of Boston Creek Bridge No 5 located on road No 273; Brenzil Construction Co, construction of Fish Creek Bridge No 3 located on road No 151. *Clandeboyne Indian Agency Man:* F W Sawatzky Ltd, construction of one classroom prefabricated day school, Little Black River Reserve. *Portage la Prairie Indian Agency Man:* Relf Plumbing & Heating Ltd, conversion from coal to natural gas firing of boilers & furnace, Brandon IRS. *Battleford Indian Agency Sask:* Hahn Construction, construction of two classroom Indian Day school, Moosomin Reserve. *Edmonton Indian Agency Alta:* Hillas Electric Co, electrical re-wiring of Edmonton IRS. *Kwawkwalth Indian Agency B C:* K Moore & Co Ltd, construction of dormitory washrooms, etc, Alert Bay. *Vancouver Indian Agency B C:* Trysson & Son Iron Works, erection of fire escapes & building renovations, Sechelt IRS. *Yukon Indian Agency Y T:* Whitehorse Construction Co Ltd, installation of floor tile & linoleum, Carcross & Lower Post IRS.

Defence Construction (1951) Limited

Torbay Nfld: Wm Lovelace Ltd, fire retardant coating, Bldg No 25 including lean-tos, RCAF Station. *Chezzetcook N S:* Vacon Construction Ltd, construction of control bldg, bombing range. *Cornwallis N S:* Cardinal Painting & Decorating Co Ltd, interior painting of 49 DND married quarters & 12 bldgs, HMCS *Cornwallis*. *Dartmouth N S:* L E Powell & Co Ltd, repairs to quay wall & wharf, RCN Armament Depot. *Halifax N S:* Dynamic Construction Ltd, construction of new sub-station. *Gloucester Ont:* L Zuccarini Construction, construction of maintenance workshop. *Prince Albert Sask:* T L Smith Construction Co Ltd, *supply & erection of extensions to existing Butler Bldg—DRB. *Chilliwack B C:* K Moore & Co Ltd, improvement to water distribution system. *Camp, Esquimalt B C:* G H Wheaton Ltd, extension to Combined Technical Training Establishment.

Building and Maintenance

Camp Gegetown N B: E S Stephenson & Co Ltd, supply & installation of elevator & erection of hoistway, CHP Bldg B-11. *Longue Pointe Que:* Daniels & Mannard Ltd, interior renovations to bldgs 143 & 145, No 25 COD. *Barriefield Ont:* Kingston Painting & Decorating Service, interior painting of 13 bldgs, RCME School. *Camp Borden Ont:* F W Jackson & Sons Ltd, interior painting of bldg A142, RCAF Station. *Downsview Ont:* E P Electric Products Co Ltd, installation of fire alarm system, RCAF Station. *Winnipeg Man:* Buhle Painting & Decorating Co Ltd, painting of 100 rental units, RCAF Station. *Canadian Comstock Co Ltd,* alterations to underground electrical distribution system.

Department of Defence Production

Summerside P E I: Maritime Asphalt Products Ltd, renovations to Barrack Blocks 3, 4, 5 & 6. *Albro Lake N S:* Canadian Comstock Co Ltd, installation of underground power cable for Micro-wave Relay Station. *Greenwood N S:* Fred T Cleveland, interior painting of married quarters, RCAF Station. *Halifax N S:* Dominion Sound Equipment Ltd, installation of acoustic tile, Punch Card Machine Room, Bldg No D40A, HMC Dockyard. *Webb Engineering Ltd,* renewal of distribution line, HMC Dockyard. *Sydney N S:* Guildfords Ltd, machinery & pipe insulation, HMCS *Lanark*, Point Edward Naval Base. *Quebec Que:* Toitex Inc, replacement of galvanized roof covering, including insulation at 59-61 St Louis St PMQs. *St Hubert Que:* L Potvin Engr, excavation & replacement of cables & potheads, RCAF Station. *Angus Ont:* Les Bertram & Sons, construction of sewage disposal field, 13X Depot, RCAF Station. *Alexandria Ont:* J L Lou Bray Ltd, removal of existing heating system & chimneys, etc, Armoury. *Downsview Ont:* Weather-proofing Ltd, replacement of pipe sleeves in all inlet entrances to manholes, RCAF Station. *London Ont:* Cardinal Painting & Decorating Co Ltd, painting interior of PMQs, Oxford & Highbury Ave. *J V McDonnell Electrical Construction Co Ltd,* installation of automatic fire detection system in No 5 Hangar, RCAF Depot. *Fort Churchill Man:* S E Gage Co Ltd, application of sprayed asbestos insulation to interior of RCE Garage, Bldg D-18. *Shilo Man:* Fort Rouge Decoration & Sandblasting Co, interior painting of bldgs L104 & L67, Military Camp. *Lancaster Park Alta:* B & E Painting & Decorating Ltd, repainting interior of Bldg 222, RCAF Station. *Namoo, Whitehorse Y T:* Nelson's Ltd, partial renewal of heating system in Bldg No 200, HQNWHS & OR's Quarters, Camp Takhini.

Department of Justice

St Vincent de Paul Que: Douglas Bremner Contractors & Builders Ltd, construction of Vocational Training Bldg No 20, Federal Training Centre.

Department of Mines and Technical Surveys

Halifax N S: Halifax Shipyards, *docking & underwater repairs, CGS *Baffin*; Halifax Shipyards, *docking & underwater repairs, CGS *Kapuskasing*. *Pictou N S:* Ferguson Industries Ltd, *docking & underwater repairs, CGS *Cartier*; Ferguson Industries Ltd, *docking & underwater repairs, CGS *Acadia*. *Victoria B C:* Yarrows Ltd, *docking & underwater repairs, CGS *Marabelle*; McKay-Cormack Ltd, *construction of echo sounding launch; Point Hope Shipyards Ltd, *docking & underwater repairs, CGS *Parry*; Yarrows Ltd, *docking & underwater repairs, CGS *Wm J Stewart*; McKay-Cormack Ltd, *annual refit of CGS *Parry*; McKay-Cormack Ltd, *annual refit of CGS *Marabell*.

National Harbours Board

Montreal Que: Foresteel Products Ltd, modifications to Marine Towers, Elevator No 1.

Department of Northern Affairs and National Resources

Baddeck N S: Alphonse MacPhee, *masonry construction for Silver Dart Memorial, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S:* Hopper Bros, *well drilling at Broad Cove Campground. *Louisbourg N S:* Mark Connington, *supply & installation of automatic stoker for Museum & Custodian's residence, Fortress of Louisbourg. *Port Royal N S:* H B Mitchell Ltd, *supply & installation of heating system for Port Royal Habitation. *Fort Beausejour N B:* Sackville Builders Ltd, construction of addition to Custodian's residence. *Fundy National Park N B:* New Brunswick Electric Power Commission, *construction of transformer bank in trailer park. *Saint John N B:* Stirling Electric Ltd, *electrical installation, Martello Tower; Harold Peer Ltd, *installation of forced warm air heating system, Martello Tower. *Great Whale River Que:* Tyver Ltd, supply & installation of underground services. *Quebec Que:* Tri-Bec Inc, *supply & installation of floodlights for St John's Gate. *Amherstburg Ont:* Ranta Enterprises (Amherstburg) Ltd, *repairs to river frontage, Fort Malden National Historic Park. *Georgian Bay Islands National Park Ont:* Ernie Bates, *electrification of equipment storage bldg & painting of storage & fire equipment sheds, Beausoleil Island. *Point Pelee National Park Ont:* Noble's Cartage, *supply & placing of rock rip-rap along shorelines. *Riding Mountain National Park Man:* Brandon Plumbing & Heating Ltd, *plumbing & heating installations in duplex residence. *Prince Albert National Park Sask:* Saskatchewan Power Corporation, *construction of 25 KV single phase line to pumphouse & heater house. *Banff National Park Alta:* Hodgett's Plastering Ltd, *lathing, plastering, etc in residence, Healey Creek Warden Station. *Elk Island National Park Alta:* International Water Supply Ltd, test drilling & drilling of four wells. *Mount Revelstoke National Park B C:* Astra Construction Co Ltd, reconstruction of access road from Mile 2 to Mile 8, inclusive. *Yoho National Park B C:* Don Young Plumbing & Heating, *supply & installation of heating system in Warden's residence, Leancoil; Hodgett's Plastering Ltd, *lathing & plastering work in Warden's residence near Leancoil.

Department of Public Works

Fortune Nfld: McNamara Construction of Newfoundland Ltd, harbour improvements. *Sweet Bay Nfld:* Benson Builders Ltd, construction of landing wharf. *Charlottetown P E I:* Berken Painting Co, interior painting & redecorating of Dominion Bldg. *Tignish Harbour P E I:* Ralph Ford, breakwater replacement. *West Arichat N S:* Albert MacDonald, wharf construction. *Lord's Cove N B:* Diamond Construction (1955) Ltd, wharf repairs. *Lorneville N B:* Robert Lloyd Galbraith, harbour improvements. *Middle Caraquet N B:* Comeau & Savoie Construction Ltd, wharf repairs. *New Mills N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Caughnawaga Indian Agency Que:* Simeon Marcil, construction of teachers' residence. *Contrecoeur Que:* Les Entreprises Sorel Enrg, repairs to retaining wall on lot P-99. *Lauzon Que:* Theriault & Beland Inc, replacement of cast iron bollards at Lorne Dry Dock. *Les Escoumains Que:* Lucien Cote, Enr, construction of post office. *Mistassini Que:* Verga Construction Ltee, construction of post office. *Montreal Que:* J Lamontagne Ltee, construction of despatching platform, first floor, Postal Terminal, 715 Windsor St; Edgar Milot Inc, interior alterations (new office accommodation), Customs House; B K Johl Inc, installation of metal office partitioning, National Revenue Bldg; Daniels & Mannard Ltd, alterations to Youville Postal Station. *Orms town Que:* Simeon Marcil, construction of post office. *Quebec Que:* C Jobin Ltee, alterations to screen line & night lobby at Upper Town post office. *Rimouski Que:* Leopold Tremblay, repairs to lighting system. *St Francois du Lac Que:* Roy & Trottier Inc, reconstruction of retaining wall. *St Germain de Grantham Que:* Robert Lemire, construction of post office. *St Lin (Laurentides) Que:* Sauve Construction Ltee, construction of post office. *Three Rivers Que:* Lajeunesse & Freres Inc, interior painting of federal bldg. *Thurso Que:* Dufort & Lavoie Enrg, addition & alterations, federal bldg. *Angus Ont:* J M Fuller Ltd, construction of post office. *Downsview Ont:* Purton Construction Co Ltd, erection of federal bldg. *Dundas Ont:* Frank Owens, repairs to federal bldg. *Falconbridge Ont:* Fielding Construction (Sudbury) Ltd, construction of post office. *Finch Ont:* Menard Bros Ltd, construction of post office. *Ingersoll Ont:* Ellis-Don Ltd, construction of federal bldg. *Kenora Ont:* S Flostrand, subway wharf repairs. *New Hamburg Ont:* L Riehl & Son, construction of post office. *North Bay Ont:* Gap Construction Co Ltd, wharf improvements. *Ottawa Ont:* Sanco Ltd, cleaning

interior of new Surveys & Mapping Bldg, Booth St; A G Reed, installation of lighting system at Plouffe Park, Preston St; Oakes Mechanical Contracting Co, installation of cooling towers, Food & Drug Laboratory & Standards Testing Laboratory, Tunney's Pasture; Earle K Midkiff, redecoration of interior, No 2 Temporary Bldg, Wellington St; Presley Painting & Decorating Co Ltd, redecoration of Food & Drug Bldg, Tunney's Pasture; Hill the Mover, moving of furniture, equipment, etc, from post office workshops, Sparks & Elgin Sts 310-312 Slater St, & Woods Bldg, Hull, Que, to new post office bldg, Riverside Drive. *Port Arthur-Fort William Ont*: McNamara Construction Ltd, harbour improvements, stage 5 (structures). *Port Carling Ont*: Norman Young & Sons, construction of post office. *Swastika Ont*: Pulsifer Construction Ltd, construction of post office. *Thorndale Ont*: Frank Van Bussel & Sons Ltd, construction of post office. *Toronto Ont*: Canadian Dredge & Dock Co Ltd, reconstruction of West Pier (South End), Eastern Entrance of Harbour. *Churchill Man*: Matheson Bros Ltd, construction of water supply sewage collection & disposal facilities for Eskimo Camp 20. *Rapid City Man*: Jaska Construction Ltd, construction of post office. *Winnipeg Man*: J S Quinn Construction Co Ltd, wharf repairs (Alexander Ave wharf). *Fillmore Sask*: Weyburn Builders & Supplies Ltd, construction of post office. *St Brieux Sask*: C M Miners Construction Co Ltd, construction of post office. *Calmar Alta*: Gustav A Larson, construction of post office. *Empress Alta*: Greene Construction Co, construction of post office. *Rockyford Alta*: Bird Construction Co Ltd, construction of post office. *Tofield Alta*: H D C Construction Co Ltd, construction of post office. *Wildwood Alta*: Gustav A Larson, construction of post office. *Alert Bay B C*: Walden Bros Sawmills Ltd, float renewal. *Departure Bay B C*: Hume & Rumble Ltd, installation of electrical distribution system (Nanaimo Biological Station). *Douglas B C*: H Jones & Son, construction of inspection station, parking facilities & landscaping, Customs & Immigration Bldg. *Field B C*: Universal Construction Co Ltd, construction of post office. *Gibson's Landing B C*: Pacific Piledriving Co Ltd, wharf repairs. *Lund B C*: Greenlees Piledriving Co Ltd, float renewal. *Nanaimo B C*: The Fraser River Pile Driving Co Ltd, reconstruction of Assembly Wharf. *Oliver B C*: Pollock & Taylor Construction Co Ltd, construction of federal bldg. *Parksville B C*: G E Millhouse Construction Co Ltd, construction of post office. *Steveston B C*: Seaforth Construction Ltd, reconstruction of boat house. *Vananda B C*: W J Dick Ltd, construction of post office. *Vancouver B C*: Kennett Construction Ltd, alterations to fourth floor of Old Examining Warehouse. *Victoria B C*: Ove Pedersen, alterations & additions to third floor, federal bldg.

Contracts Containing the General Fair Wages Clause

Halifax N S: James F Lahey Ltd, interior painting, federal bldg. *Little River N S*: Shelburne Contracting Ltd, dredging. *Pictou N S*: Kipling MacKenzie, interior painting, federal bldg. *Shelburne N S*: Shelburne Contracting Ltd, interior painting, federal bldg. *Sydney N S*: Maritime Builders Ltd, repairs to ceiling, UIC Bldg. *St Andrews N B*: Delbert Rigby, general alterations to federal bldg. *Amos Que*: H O Perron, plaster repairs & painting, federal bldg. *Arvida Que*: Adelard Drolet, interior painting, federal bldg. *Dolbeau Que*: Ange-Emil Boivin, supply & installation of lock boxes, federal bldg. *Hull Que*: W Sparks & Son Ltd, moving furniture from Connor Bldg to PWD Stores; Louis G Fortin, erection of chain link fence, Federal Match Bldg. *Longueuil Que*: Paul Carriere, general alterations to federal bldg. *Louiseville Que*: Bernard Loranger, interior painting, federal bldg. *Mont-Joli Que*: Marc-Aurele Morissette, interior repainting, federal bldg. *Montreal Que*: Baillie McIntosh, alterations to National Revenue Bldg; Jos Dufour, plaster repairs & painting, Postal Station "C"; Harmony Painting & Decorating, plaster repairs & painting, Postal Terminal; Canadian-Fairbanks-Morse Co Ltd, supply & installation of air compressor, National Film Board. *St Hyacinthe Que*: Paul Brodeur, demolition of Lorette Convent. *St Roch Que*: Tremblay & Freres Ltd, interior repainting, federal bldg. *St Sauveur Que*: Adrien Hebert Ltd, basement repairs, federal bldg. *Shawville Que*: Percy Belsher, construction of screenline & installation of lock boxes, federal bldg. *Thetford Mines Que*: Marius Rouleau, interior repainting, federal bldg. *Atikokan Ont*: Alex Zoldy, general repairs to Post Office. *Gore Bay Ont*: Lawrence Clarke, repairs & interior painting, federal bldg. *Hamilton Ont*: John Kenyon, interior painting, National Revenue Bldg. *Moosonee Ont*: Pulsifer Construction Ltd, construction of screenline & installation of lock boxes, federal bldg. *Ottawa Ont*: A Bruce Benson Ltd, construction of foundation for parapet wall, Tunney's Pasture; Hugh H Grant Ltd, demolition of bldg at Tunney's Pasture; Unicrete Co Ltd, general alterations to "C" Bldg, Cartier Square; H R Hills, general alterations, Royal Canadian Mint; Rene Cleroux, installation of steam heaters, plastic greenhouses, Experimental Farm; J R Statham Construction Ltd, general repairs to pumphouse, Experimental Farm; F J Esson Co Ltd, renewal of

concrete walks, RCMP HQ, Overbrook; S Morin, redecorating 92 rooms, No 5 Temporary Bldg; Aerodyne Ltd, installation of exhaust systems, Plouffe Park Bldg; A Lanctot Ltd, general alterations to Norlite Bldg; Jas Patterson & Sons, construction of counters in Sir Charles Tupper Bldg; R & R Construction, general redecoration, Plaza Bldg; Stradwick Tile & Flooring, floor repairs, No 3 Temporary Bldg; R & R Construction, general alterations to No 4 Temporary Bldg. *South Porcupine Ont*: Aldo Varono, alterations to federal bldg. *Walkerville Ont*: T Drew, interior painting, federal bldg. *Windsor Ont*: Herbert Winch & Son, various repairs to UIC Bldg. *Winnipeg Man*: Otis Elevator Co Ltd, elevator repairs, federal bldg; Kummen Shipman Electric Co, elevator repairs, federal bldg. *Regina Sask*: Johnny's Painting & Decorating, interior painting, Post Office. *Edmonton Alta*: MacCosham Van Lines Ltd, moving furniture from leased bldgs to UIC Bldg. *Princeton B C*: Stan Mills, general repairs & painting, federal bldg. *New Westminster B C*: F P Moberg, redecoration of Indian & Fisheries Bldg. *Sydney B C*: Island Craft Woodworkers, redecoration of federal bldg. *Vancouver B C*: C J Seamer & Sons, general repairs & painting, Mariners' Clinic; McKenzie Barge & Marine Ways Ltd, overhaul of Snagboat *Samson V*. *Victoria B C*: J J Roos & Son, interior painting, Observatory. *Whitehorse Y T*: Territorial Construction, carpentry repairs to Northern housing.

St. Lawrence Seaway Authority

Beauharnois Que: Defresne Engineering Co Ltd, construction of steel sheet pile closure wall, upper south entrance wall, Upper Beauharnois Lock. *Port Weller & Thorold Que*: Moir Construction Co Ltd, construction of entrance wall fenders, Locks 1, 4, 6 & 7, Welland Canal. *St Catharines Ont*: Niagara Structural Steel Painting, painting structural steel & metal work of lock gates exterior, Welland Canal; Russel-Hipwell Engines Ltd, supply & installation of standby diesel engines for vertical lift bridges, Welland Canal. *St Catharines, Thorold & Merriton Ont*: McLean-Peister Ltd, seeding, sodding & Shrinker's culvert connection, Second Welland Canal. *Sault Ste Marie Ont*: S D Adams Welded Products Ltd, supply & installation of steel machinery hood covers for motor houses, Sault Ste Marie Canal.

Department of Transport

Charlottetown P E I: M F Schurman Co Ltd, installation of water supply system, Airport. *Halifax N S*: A S Wheaton, improvements in terminal area, International Airport; Steen Mechanical Contractors Ltd, installation of underground steam distribution system, International Airport. *Moncton N B*: Nordbec Construction Inc, construction of instrument landing system (ILS). *Seven Islands, Natashquan, Port Menier (Anticosti Island) Que & Shippegan Island N B*: The Tower Co Ltd, construction of Decca navigation chain installations. *Sorel Que*: Marine Industries Ltd, *general repairs & conversion of DOT 79 for service as Class 1 dry cargo vessel; Marine Industries Ltd, *general repairs & conversion of DOT 80 for service as Class 1 dry cargo vessel. *near Valleyfield Que*: Trudeau & Fils Ltee, replacement of bridges No 3, 4 & 5 on Soulanges Canal by gravel fill. *Erieau Ont*: Erieau Shipbuilding & Drydock Co Ltd, *construction of steel workboat. *Midland Bay Ont*: Waubaushene Navigation Ltd, *removal of wrecks along shore. *Nine Mile Point Ont*: Fort Construction & Equipment Ltd, construction of two single dwellings, drilling of two wells & installation of pumps & waterlines & demolition of old dwelling. *North Bay Ont*: Conrad Ltd, trenching for cables for AASR. *Point Petre Ont*: Fort Construction & Equipment Ltd, construction of single dwelling. *Uplands Ont*: Universal Electric, rehabilitation of low & high intensity approach lights to Runway 32, Airport. *Prince Rupert B C*: F B Stewart & Co Ltd, installation of airport lighting facilities.

Decisions of Umpire

(Continued from page 171)

established jurisprudence, adduced evidence to prove that her grievance was a reasonable one under the circumstances, and that she had taken all the available means of having the grievance remedied.

As no such evidence is contained in the record, she has failed to show just cause for her action.

I consequently decide to dismiss her appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1961

The consumer price index (1949=100) declined 0.3 per cent from 129.6 to 129.2 between December 1960 and January 1961. A year ago the index was 127.5.*

The decrease was largely the result of a 0.7-per-cent drop in the food index, combined with declines in the clothing index and the household operation index of 0.9 per cent and 0.2 per cent, respectively. The other commodities and services index was unchanged and the shelter index rose a fractional 0.1 per cent.

The food index moved from 125.3 to 124.4 as egg and fresh tomato prices were substantially lower and price declines were reported also for citrus fruits, bananas and canned tomatoes. Prices were higher for most other fresh fruits and vegetables, and meats.

The slight rise in the shelter index from 144.6 to 144.7 reflected similar movements in both the rent and home-ownership components.

The drop in the clothing index from 112.6 to 111.6 reflected widespread January sales affecting, in particular, men's overcoats, women's fur and cloth coats, boys' parkas, and girls' winter coats and cotton dresses.

The household operation index declined from 123.5 to 123.3 as household appliance prices continued to move downward. Sale prices were still a factor in prices of furniture and textiles, but prices of floor coverings and household supplies and services were at higher levels.

The other commodities and services index was unchanged at 138.3 as slightly lower prices for new passenger cars balanced minor increases for some personal care and recreation items.

Group indexes one year earlier (January 1960) were: food 121.6, shelter 142.8, clothing 110.2, household operation 123.3, and other commodities and services 136.9.

City Consumer Price Indexes, December 1960

Consumer price indexes (1949=100) declined in five of ten regional cities between November and December.† Decreases ranged from 0.1 per cent to 0.3 per cent. Indexes were higher in three of the five other regional cities and unchanged in the remaining two.

*See Table F-1 at back of book.

†See Table F-2 at back of book.

Food indexes declined in seven of the ten regional cities and were higher in the remaining three cities. Shelter indexes showed mixed results: four indexes were higher, two lower and four unchanged. Clothing indexes were higher in five regional cities, unchanged in four cities and down fractionally in the remaining city. Household operation indexes were higher in six of ten regional cities, unchanged in two and down in the other two cities. Other commodities and services indexes were unchanged in seven of ten regional cities, up fractionally in two cities and down slightly in the remaining city.

Regional consumer price index point changes between November and December were as follows: Edmonton-Calgary -0.4 to 125.3; Ottawa -0.1 to 130.1; Toronto -0.1 to 131.8; Saskatoon-Regina -0.1 to 125.4; Vancouver -0.1 to 130.7; St. John's +0.4 to 116.3*. Saint John +0.3 to 130.3; Winnipeg +0.1 to 127.8. Halifax and Montreal remained unchanged at 128.4 and 129.7 respectively.

Wholesale Price Index, December 1960

Canada's general wholesale price index (1935-39=100) for December 1960 reached 230.1, up 0.2 per cent from the November 1960 figure of 229.7.

The index stood at 229.7 in December 1959.

Three major group indexes moved higher between November and December, four were lower, and the non-ferrous metals group index was unchanged at 174.9.

The animal products group index rose 1.9 per cent from 251.1 to 255.8, and was the chief cause for the rise in the general index. The non-metallic minerals group index edged up slightly from 184.9 to 185.1, and the chemical products group index from 187.8 to 188.0.

The vegetable products group index declined 0.4 per cent from 199.6 to 198.7, the wood products group index edged down from 300.7 to 300.2, the iron products group index from 255.2 to 254.6, and the textile products group index from 229.8 to 229.6.

Wholesale Price Index, November 1960

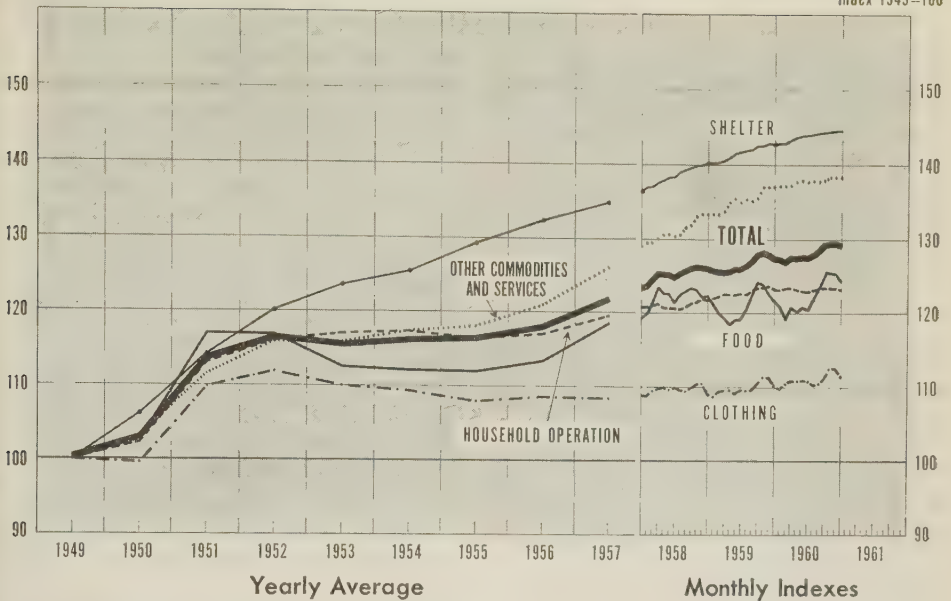
Canada's general wholesale price index (1935-39=100) in November 1960 was

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



229.7, down 0.3 per cent from the October index of 230.3 and down 0.2 per cent from the 1959 November figure of 230.2.

Four of the eight major group indexes declined in November and three were higher. The chemical products group index was unchanged at 187.8.

The vegetable products group index recorded the largest decrease, 0.9 per cent, declining from 201.5 to 199.6. The wood products group index fell 0.4 per cent from 301.8 to 300.7; the non-ferrous metals group index 0.3 per cent from 175.5 to 174.9. The iron products group index eased off from 255.6 to 255.2.

The textile products group index rose 0.3 per cent from 229.2 to 229.8, and the non-metallic minerals group index also increased 0.3 per cent from 184.3 to 184.9. The animal

products group index edged up from 251.0 to 251.1.

U.S. Consumer Price Index, December 1960

The United States consumer price index (1947-49=100) rose to a record in December for the fourth consecutive month. Higher food and housing costs pushed the index up from 127.4 in mid-November 1960 to 127.5 in mid-December 1960. It was the 17th advance in the past 21 months.

U.K. Index of Retail Prices, November 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose 0.5 per cent from 111.4 to 111.9 between mid-October and mid-November 1960. This brought the index exactly two full points above the January 1960 index of 109.9.

Report of Board

(Continued from page 167)

- (b) From the date of the signing of the next agreement (and taking into consideration the reduction of the regular work week from 48 to 44 hours):
- $$\$1.13\frac{1}{2} \times 48 = \$1.26 \text{ plus } \$0.05 = \$1.31$$

44

- (c) From six (6) months after the signing of the next agreement: \$1.36

The Board recommends that the parties conclude an agreement which will last one (1) year from the date on which it is signed,

HULL, December 8, 1960.

(Sgd.) JEAN GIROUARD,
Chairman.

(Sgd.) JACQUES BERTRAND,
Member.

(Sgd.) JEAN-ROBERT GAUTHIER,
Member.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 148

Accident Prevention

1. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 7TH, WASHINGTON, D.C., 1960. *Proceedings, March 1-3, 1960*. Washington. U.S. Dept. of Labor, Bureau of Labor Standards, 1960. Pp. 269.

2. U.S. BUREAU OF LABOR STANDARDS. *Mechanical Handling of Materials*. Washington, GPO, 1960. Pp. 29.

"Safety in Industry; Mechanical and Physical Hazards No. 2."

Annual Reports

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1959*. Ottawa, Queen's Printer, 1960. Pp. 78.

4. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1959-1960*. London, HMSO, 1960. Pp. 32.

5. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1959*. St. John's 1960. Pp. 44.

6. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Report, 1 August 1959-5 August 1960*. New York, United Nations, 1960. Pp. 91.

7. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, 1959*. Washington, GPO, 1960. Pp. 184.

Automation

8. AMERICAN MANAGEMENT ASSOCIATION. *Data Processing today, a Progress Report; New Concepts, Techniques, and Applications*. New York, c1960. Pp. 143.

Contains articles on management and data processing, advances in data-processing technology, six case studies of electronic computer applications in various industries, and, information processing in the Chrysler Corporation.

9. WELFORD, ALAN TRAVISS. *Ergonomics of Automation*. London, HMSO, 1960. Pp. 60.

This booklet is about the designing of automatic equipment and the human problems likely to arise from automation.

Canada at Work Broadcasts

The following four talks were given in 1960 and published by the Federal Department of Labour in Ottawa.

10. CANADA. DEPARTMENT OF LABOUR. *Home and Farm Improvement Loans*, by F. F. Field, H. J. MacBurney, and G. G. Blackburn. Pp. 5.

In these interviews, F. F. Field, Director of the Information Division of the Central Mortgage and Housing Corporation discussed the Home Improvement Loan Plan under the National Housing Act, and H. J. MacBurney, Supervisor of the Farm Improvement Loans Division of the Department of Finance spoke about the Farm Improvement Loan Plan under the Farm Improvement Loans Act.

11. DRINKWATER, WILLIAM S. "*The Labour Gazette*". Pp. 5.

The present Editor of the *Labour Gazette*, on the occasion of its 60th Anniversary, tells something about its history and its contents.

12. MCCALLUM, FRANK. *Winter Employment*. Pp. 4.

The speaker, chairman of the National Employment Committee, spoke in connection with the "Do It Now" campaigns to provide winter employment.

13. STARR, MICHAEL. *Winter Employment*. Pp. 4.

The Federal Minister of Labour discussed the "Do It Now" campaigns.

Industrial Relations

14. ELKOURI, FRANK. *How Arbitration works*, by Frank Elkouri and Edna Elkouri. Rev. [i.e. 2d] ed. Washington, Bureau of National Affairs, 1960. Pp. 498.

Partial Contents: Arbitration and its Setting. Legal Status of Arbitration. Grievances—Prelude to Arbitration. Arbitration Procedures and Techniques. Evidence. Management Rights. Seniority. Discharge and Discipline.

15. HOROWITZ, MORRIS AARON. *The New York Hotel Industry; a Labor Relations Study*. Cambridge, Mass., Harvard University Press, 1960. Pp. 265.

"The focus of this study is the relationship between the Hotel Association of New York City and the New York Hotel Trades Council, and its results."

International Labour Organization

16. INTERNATIONAL LABOUR OFFICE. *Accident Prevention in Mines Other than Coal Mines*. Second item on the agenda. Geneva, 1957. Pp. 102.

At head of title: Report 2. International Labour Organization. Tripartite Technical Meeting on Mines Other Than Coal Mines, Geneva, 1957.

17. INTERNATIONAL LABOUR OFFICE. *Effects of Technological Developments on*

Wages and on Conditions and Level of Employment in the Textile Industry. Third item on the agenda. Geneva, 1958. Pp. 167.

At head of title: Report 3. International Labour Organization. Textiles Committee. 6th sess., 1958.

18. INTERNATIONAL LABOUR OFFICE. *General Examination of the Social Problems arising in Mines Other than Coal Mines. General Report.* First item on the agenda. Geneva, 1957. Pp. 176.

At head of title: Report 1. International Labour Organization. Tripartite Technical Meeting for Mines Other Than Coal Mines. Geneva, 1957.

19. INTERNATIONAL LABOR OFFICE. *General Report [for the Textiles Committee]* First item on the agenda. Geneva, 1958. 2 parts.

At head of title: Report 1, item 1 (a) and (b) [and 1 (c)] International Labour Organization. Textiles Committee. 6th sess., 1958.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and Developments in the Textile Industry.

20. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in Mines Other than Coal Mines.* Fourth item on the agenda. Geneva, 1957. Pp. 40.

At head of title: Report 4. International Labour Organization. Tripartite Technical Meeting for Mines Other Than Coal Mines. Geneva, 1957.

21. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General [to the African Regional Conference]* First item on the agenda. Geneva, 1960. Pp. 90.

At head of title: Report 1. International Labour Organization. 1st African Regional Conference, 1960.

22. INTERNATIONAL LABOUR OFFICE. *Working Conditions in the Textile Industry.* Second item on the agenda. Geneva, 1958. Pp. 51.

At head of title: Report 2. International Labour Organization. Textile Committee. 6th sess., 1958.

Labour Organization

23. KARNIK, V. B. *Communist Ministry and Trade Unions in Kerala; Impact of the Communist Ministry on the Trade Union Movement in Kerala.* New Delhi, International Confederation of Free Trade Unions, Asian Regional Organization, 1959. Pp. 61.

"...A short report on the impact of the Communist Ministry in Kerala [India] on the trade union movement in the State." The Communist Party took office in Kerala on April 1, 1957. The non-Communist trade unions helped to unseat the Communist Government in July 1959.

24. WARMINGTON, W. A. *A West African Trade Union; a Case Study of the Cameroons Development Corporation Workers' Union and its Relations with the Employers.* London, Published for the Nigerian Institute of Social and Economic Research by Oxford University Press, 1960. Pp. 150.

Looks into the development of a Nigerian trade union (one of the largest in British West Africa) up to the end of 1956; outlines its development; examines its administration and its relations with the employer; and discusses the impact of the union on its membership.

Labour Supply

25. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Trends in the Agricultural Labour Force in Canada from 1921 to 1959.* Ottawa, Queen's Printer, 1960. Pp. 69.

Contents: The Agricultural Labour Force. Characteristics of the Agricultural Labour Force. Seasonality of Employment in Agriculture. Conditions of Employment in Agriculture. Trends and Characteristics of the Farm Population Other Trends in the Agricultural Industry. Conclusions

26. U.S. EMPLOYMENT SERVICE. DISTRICT OF COLUMBIA. *Outlook for Professional, Scientific and Technical Personnel in the Nation's Capital. A Report on Estimated Employment in 79 Selected Professional, Scientific and Technical Occupations in the Washington Metropolitan Area, December 1957; and Employment Prospects in the Metropolitan Area and in These Selected Occupations for 1962.* Washington, GPO, 1960. Pp. 88.

Labouring Classes

27. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur la situation sociale dans la Communauté, à l'entrée en vigueur du Traité instituant la Communauté économique européenne.* [Luxembourg? Service des publications des communautés européennes] 1958. Pp. 129.

"Le présent exposé est joint au rapport général soumis par la Commission à l'Assemblée parlementaire européenne à sa session ordinaire d'octobre 1958."

28. HARRISON, MARTIN. *Trade Unions and the Labour Party since 1945.* London, Allen & Unwin, 1960. Pp. 360.

An examination of the alliance between the trade union members and the purely political members of the Labour Party shows that there is some incompatibility in the relationship.

29. INTERNATIONAL LABOUR OFFICE. *Why Labour leaves the Land; a Comparative Study of the Movement of Labour out of Agriculture.* Geneva, 1960. Pp. 229.

"The object of this study is to consider the causes of the movement of labour out of agriculture into other occupations, the problems which arise from it, and the policies which have been adopted to deal with these problems."

30. ONTARIO. OPERATING ENGINEERING BOARD. *Operating Engineers Handbook*. Rev. ed. Toronto, Ontario Dept. of Labour, 1960. Pp. 104.

Contains information about the Operating Engineer's Act of Ontario; explains how examinations and the issuance of certificates have contributed to the safety and efficiency of the operation of power plants; tells how to become an operating engineer, experience needed, etc.

31. PARMER, JESS NORMAN. *Colonial Labor Policy and Administration: a History of Labor in the Rubber Plantation Industry in Malaya, c1910-1941*. Locust Valley, N.Y., Published for the Association for Asian Studies by J. J. Augustin, 1960. Pp. 294.

"The object of this study is to set out and evaluate colonial labor policy in the rubber plantation industry; to find the sources of policy; to study the relations between government officials and rubber planting employers as they concerned labor and to indicate briefly some of the effects of British labor policy and administration in Malaya."

32. PATERSON, JOHN F. *Silicosis in Hard-rock Miners in Ontario*. Toronto, Queen's Printer, 1959. Pp. 47.

33. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Employee Training in New Jersey Industry; a Study of Efforts to improve the Job Skill and Technical Knowledge of Workers in New Jersey Establishments with Four or More Employees*. Washington, GPO, 1960. Pp. 46.

34. U.S. DEPARTMENT OF LABOR. *The American Workers' Fact Book*. 2d ed. Washington, GPO, 1960. Pp. 355, 40.

Some of the many topics discussed in this book are the labour force, productivity, wages and hours, industrial safety, workmen's compensation, labour legislation, collective bargaining, and labour unions. An appendix provides information on the functions of the Department of Labor and its branches.

Unemployment

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Seasonal Unemployment in Canada*. Ottawa, Queen's Printer, 1960. Pp. 32.

Deals with "...some of the economic problems associated with seasonal unemployment, with the extent of seasonal variations in employment and unemployment in Canada and its five regions, with the characteristics of the seasonally unemployed workers, some of the steps taken to reduce their numbers, and some of the problems associated with finding a long-term solution to seasonal unemployment."

36. U.S. CONGRESS. HOUSE, COMMITTEE ON BANKING AND CURRENCY. *Legislation to relieve Unemployment. Hearings before the Committee on Banking and Currency, House of Representatives, Eighty-fifth Congress, Second Session on Community Facilities, Area Redevelopment, and Small-Business Financing Bills ...* Washington, GPO, 1958. Pp. 1349.

Hearings held April 14-May 22, 1958.

A number of State Governors, Members of the House of Representatives, Mayors, and others presented views and suggestions on the unemployment situation in the U.S. Among those presenting statements was former President Harry S. Truman.

Wages and Hours

37. ROBERTSON, DONALD J. *Factory Wage Structures and National Agreements*. Cambridge [Eng.] University Press, 1960. Pp. 260.

"This is a survey of the structure of factory wages in Great Britain. Three case-studies from engineering and shipbuilding lead into a general discussion of wage structures in these industries. The author considers the uses and abuses of systems of payment by results, and particularly their effects on relative payments to different grades of workers. Overtime payments are similarly considered, especially their attraction to workers and their cost to managements. Finally, the effects of these components of the pay packet are discussed in relation to the attitudes of trade unions and managements, and to wage policies and theories."

38. U.S. DEPARTMENT OF LABOUR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Report submitted to the Congress in Accordance with the Requirements of Section 4 (d) of the Fair Labor Standards Act, 1958*. Washington, 1959. 5 Volumes in 1.

Contents: (1) Administration of the Fair Labor Standards and Public Contracts Act, Fiscal Year 1958. (2) Studies of the Economic Effects of the \$1 Minimum Wage. Effects in Selected Low Wage Industries and Localities. (3) Studies of the Economic Effects of the \$1 Minimum Wage; Interim Report. (4) Factory Workers' Earnings, May 1958. Distribution of Production Workers in Manufacturing Industries by Straight-Time Hourly Earnings. (5) Earnings in Wholesale Trade, June 1958.

Women

39. JOINT ICFTU/ITS CONSULTATIVE COMMITTEE FOR WOMEN WORKERS' QUESTIONS. *Enquiry into the Status of the Woman Worker Organization*. Brussels, International Confederation of Free Trade Unions, 1958. Pp. 25.

40. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-seventh National Conference of Labour Women ... Southsea, April 5, 6 and 7, 1960*. London, Labour Party, 1960. Pp. 50.

41. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1960*. [Ottawa] 1960. Pp. 160.

42. SENGUPTA, PADMINI (SATHIANADHAN). *Women Workers of India*. New York, Asia Publishing House, 1960. Pp. 296.

Miscellaneous

43. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education, 1957/58*. Ottawa, Queen's Printer, 1960. Pp. 71.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 12, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,458	583	1,807	2,384	1,101	583
Men.....	4,748	442	1,350	1,699	821	436
Women.....	1,710	141	457	685	280	147
14—19 years.....	607	64	212	191	101	39
20—24 years.....	795	80	258	261	132	64
25—44 years.....	2,971	242	827	1,128	495	279
45—64 years.....	1,856	171	461	716	327	181
65 years and over.....	229	26	49	88	46	20
Employed.....	6,029	530	1,664	2,257	1,052	526
Men.....	4,385	392	1,229	1,595	781	388
Women.....	1,644	138	435	662	271	138
Agricultural.....	649	53	128	178	261	29
Non-Agricultural.....	5,380	477	1,536	2,079	791	497
Paid Workers.....	4,924	432	1,398	1,925	723	446
Men.....	3,439	309	1,000	1,322	488	320
Women.....	1,485	123	398	603	235	126
Unemployed.....	429	53	143	127	49	57
Men.....	363	50	121	104	40	48
Women.....	66	*	22	23	*	*
Persons Not in the Labour Force.....	5,420	611	1,561	1,795	930	523
Men.....	1,171	154	313	365	212	127
Women.....	4,249	457	1,248	1,430	718	396

* Less than 10,000.

TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	November 1960	October 1960	November 1959
Total Unemployed.....	429	368	317
On Temporary layoff up to 30 days.....	28	21	21
Without work and seeking work.....	401	347	296
Seeking full-time work.....	380	332	280
Seeking part-time work.....	21	15	16
Seeking under 1 month.....	127	120	129
Seeking 1—3 months.....	158	125	104
Seeking 4—6 months.....	62	53	32
Seeking more than 6 months.....	54	49	31

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (includ- ing Govern- ment)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,569	371	1,210	239	2,089	3,546	617	14,800
1957—Total....	535	4,805	1,658	336	1,310	363	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Nov....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec....	46.1	419.9	142.5							1,482.1
1960—Jan....	46.0	418.8	140.3							1,458.7
Feb....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,234.3	204.4	1,461.1
March....	46.7	421.2	138.7							1,462.6
April....	44.7	422.9	145.0							1,486.9
May....	45.2	429.7	147.9	71.7	356.1	77.7	656.5	1,297.1	209.8	1,532.6
June....	46.8	434.8	150.7							1,576.8
July....	46.1	429.6	153.6							1,564.1
Aug....	46.7	430.3	152.9	88.4	417.6†	81.1†	663.7†	1,300.6†	213.9†	1,574.5
Sept....	47.0	431.3	151.6							1,603.9
Oct.*....	45.8	429.9	149.6							1,582.5
Nov.†....	45.4	425.3	147.0							1,555.7

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

² Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at November, 1960 employers in the principal non-agricultural industries reported a total employment of 2,810,150. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payroll	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	123.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
Aug.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
Sept.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
Oct.*.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
Nov.†.....	119.8	214.7	177.9	76.43	108.2	195.3	178.0	78.28

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959
Provinces				\$	\$	\$
Newfoundland.....	148.1	151.4	141.5	70.24	69.41	64.34
Prince Edward Island.....	138.5	144.8	139.1	54.77	53.73	55.20
Nova Scotia.....	95.6	97.9	100.2	63.28	63.33	61.69
New Brunswick.....	106.7	108.1	104.3	62.45	62.67	60.85
Quebec.....	123.4	124.2	124.1	73.32	73.71	71.81
Ontario.....	120.5	121.8	125.0	79.78	79.58	77.47
Manitoba.....	114.4	115.9	116.4	72.49	72.76	71.06
Saskatchewan.....	131.2	134.0	135.2	73.92	73.42	71.54
Alberta (including Northwest Territories).....	155.0	159.8	160.3	79.47	78.18	76.57
British Columbia (including Yukon).....	115.3	118.9	120.3	84.26	83.63	82.35
Canada.....	121.4	123.1	124.4	76.65	76.55	74.66
Urban Areas						
St. John's.....	140.2	143.8	144.8	55.93	55.12	52.81
Sydney.....	90.3	96.0	93.1	76.95	76.71	75.52
Halifax.....	118.5	117.9	115.9	62.18	62.28	60.46
Moncton.....	104.6	101.9	105.0	59.67	60.41	57.91
Saint John.....	103.7	107.0	100.1	61.54	63.72	57.84
Chicoutimi—Jonquiere.....	115.9	120.7	117.2	93.65	95.62	88.67
Quebec.....	111.4	112.6	113.6	64.09	65.20	63.28
Sherbrooke.....	99.0	104.6	103.5	62.85	64.04	60.14
Shawinigan.....	105.7	109.9	105.6	83.02	83.12	81.40
Three Rivers.....	113.0	113.2	122.7	71.76	72.69	68.41
Drummondville.....	78.5	78.4	79.3	60.85	61.42	59.24
Montreal.....	125.7	125.5	127.5	75.02	75.32	73.54
Ottawa—Hull.....	126.1	127.0	129.8	71.82	71.93	68.65
Kingston.....	114.6	112.9	111.5	76.52	74.92	71.37
Peterborough.....	92.1	93.6	101.9	84.31	85.27	83.99
Oshawa.....	170.4	165.4	178.7	88.38	90.14	85.18
Toronto.....	131.8	131.4	135.0	79.84	80.08	77.22
Hamilton.....	110.9	111.4	116.3	85.20	85.06	83.63
St. Catharines.....	109.1	111.6	116.2	85.70	85.91	84.49
Niagara Falls.....	101.4	113.3	101.8	79.01	76.38	76.83
Brantford.....	80.4	79.3	90.4	72.73	71.68	70.54
Guelph.....	121.7	122.7	129.1	70.16	71.35	69.60
Galt.....	117.5	119.7	113.9	69.03	69.22	67.71
Mitchener.....	124.6	124.5	127.1	73.31	72.01	71.38
Sudbury.....	148.7	147.8	141.5	89.59	89.52	87.28
Timmins.....	94.5	94.3	96.6	68.65	68.93	66.66
London.....	126.6	126.4	127.7	73.22	73.54	70.77
Sarnia.....	125.6	126.9	128.3	100.81	99.61	95.78
Windsor.....	75.4	75.4	82.0	85.75	84.42	86.65
Sault Ste. Marie.....	146.2	145.1	155.3	96.85	95.49	96.32
Ft. William—Pt. Arthur.....	114.8	115.4	113.8	81.50	80.45	76.74
Winnipeg.....	114.2	115.0	115.6	69.31	69.31	67.63
Regina.....	134.9	135.6	134.9	71.49	71.23	67.75
Saskatoon.....	144.3	147.1	145.5	69.24	68.76	67.63
Edmonton.....	188.5	192.1	195.9	74.27	73.94	71.45
Calgary.....	173.7	176.9	176.5	74.72	74.34	72.02
Vancouver.....	112.3	115.0	119.3	82.03	81.53	80.47
Victoria.....	109.7	113.0	115.8	75.33	74.45	72.49

TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
				\$	\$	\$
Mining	120.0	123.2	124.9	93.97	93.62	91.89
Metal mining.....	135.1	138.0	141.7	95.17	95.85	93.53
Gold.....	72.8	73.4	73.9	76.33	76.53	74.55
Other metal.....	193.1	198.1	204.9	101.80	102.52	99.91
Iron.....	265.8	287.3	247.4	114.32	113.42	105.90
Uranium.....				110.63	112.07	106.47
Fuels.....	88.8	91.9	94.7	95.71	93.48	92.40
Coal.....	48.1	50.9	51.8	74.62	73.95	74.50
Oil and natural gas.....	263.8	268.3	279.6	112.28	109.43	106.67
Non-metal.....	142.6	147.8	137.6	85.65	84.45	83.19
Manufacturing	109.6	111.6	113.9	78.95	78.37	77.07
Durable goods.....	110.4	111.6	119.1	85.24	85.09	83.41
Non-durable goods.....	108.9	111.7	109.6	73.61	72.75	71.25
Food and beverages.....	120.0	129.9	121.0	68.72	66.57	67.62
Meat products.....	139.7	139.4	144.8	77.87	78.12	78.47
Canned and preserved fruits and vegetables.....	129.8	207.9	125.2	54.92	52.17	53.07
Grain mill products.....	103.6	105.0	104.7	77.99	77.45	75.80
Bread and other bakery products.....	112.6	113.4	111.9	66.30	66.01	65.92
Distilled and malt liquors.....	106.5	105.3	113.5	96.19	93.28	89.60
Tobacco and tobacco products.....	80.0	78.8	85.0	77.88	82.25	76.34
Rubber products.....	101.0	102.7	109.9	80.49	80.83	81.18
Leather products.....	84.0	85.8	87.4	52.64	52.90	51.45
Boots and shoes (except rubber).....	90.8	93.5	92.4	49.16	50.41	48.98
Textile products (except clothing).....	77.4	77.4	78.1	63.16	63.02	62.00
Cotton yarn and broad woven goods.....	68.7	67.7	65.5	59.06	59.30	58.70
Woollen goods.....	63.5	64.0	64.8	59.68	59.32	58.33
Synthetic textiles and silk.....	83.7	83.9	84.1	69.37	69.56	68.37
Clothing (textile and fur).....	91.9	92.5	94.2	49.92	49.00	48.28
Men's clothing.....	91.4	92.2	94.5	48.18	47.31	47.23
Women's clothing.....	99.7	100.7	97.9	50.87	49.91	49.04
Knit goods.....	76.6	75.7	80.0	50.37	49.63	47.83
Wood products.....	102.3	106.0	108.7	69.45	69.07	67.75
Saw and planing mills.....	102.3	107.3	109.8	71.72	71.01	69.99
Furniture.....	113.2	114.0	116.3	67.39	67.27	65.78
Other wood products.....	81.2	84.6	88.8	61.38	62.09	59.58
Paper products.....	125.6	127.5	125.2	93.55	93.30	89.16
Pulp and paper mills.....	126.4	128.9	125.8	101.06	100.83	95.67
Other paper products.....	123.7	124.1	123.7	75.48	74.89	72.64
Printing, publishing and allied industries.....	125.1	124.5	124.0	85.36	85.75	83.70
Iron and steel products.....	102.9	102.7	113.6	89.59	89.68	88.57
Agricultural implements.....	56.7	53.5	78.8	89.69	89.04	84.68
Fabricated and structural steel.....	146.2	136.3	162.2	86.34	89.99	87.42
Hardware and tools.....	98.3	98.5	102.9	79.83	80.05	79.19
Heating and cooking appliances.....	97.6	96.8	114.4	78.51	77.98	76.83
Iron castings.....	89.4	89.9	102.9	85.18	84.42	85.36
Machinery industrial.....	112.8	113.6	120.7	86.83	86.66	84.54
Primary iron and steel.....	116.4	117.3	126.0	103.96	102.66	104.65
Sheet metal products.....	110.3	111.8	114.5	87.65	91.31	86.03
Wire and wire products.....	113.4	115.8	121.5	88.79	87.55	89.98
Transportation equipment.....	103.4	103.4	113.3	89.38	89.77	87.50
Aircraft and parts.....	248.8	244.7	250.3	94.80	94.73	92.41
Motor vehicles.....	90.8	98.2	112.7	99.63	100.73	96.85
Motor vehicles parts and accessories.....	100.2	100.6	109.6	85.74	86.62	84.59
Railroad and rolling stock equipment.....	59.0	60.3	71.1	80.76	79.89	80.59
Shipbuilding and repairing.....	116.9	119.8	124.3	80.48	82.34	80.79
Non-ferrous metal products.....	129.2	130.4	129.3	90.97	90.65	87.14
Aluminum products.....	147.0	146.7	149.8	88.19	87.23	83.98
Brass and copper products.....	102.6	102.3	110.0	84.77	85.56	80.64
Smelting and refining.....	150.6	153.5	144.7	98.60	98.15	95.44
Electrical apparatus and supplies.....	130.9	133.0	140.7	85.60	85.34	82.30
Heavy electrical machinery.....	101.9	103.9	114.4	92.98	93.59	88.82
Telecommunication equipment.....	215.3	217.2	221.0	84.44	81.01	79.16
Non-metallic mineral products.....	141.7	144.3	149.6	83.08	82.65	80.77
Clay products.....	86.4	89.7	104.8	76.73	74.55	75.56
Glass and glass products.....	152.5	151.7	152.8	79.24	79.15	76.00
Products of petroleum and coal.....	138.0	140.0	136.3	117.90	116.24	111.10
Petroleum refining.....	141.1	143.1	138.1	118.80	117.09	112.03
Chemical products.....	131.9	133.4	131.6	91.84	91.46	88.09
Medicinal and pharmaceutical preparations.....	116.6	116.6	121.3	81.52	81.03	77.56
Acids, alkalis and salts.....	156.8	160.7	148.7	103.09	102.10	99.61
Miscellaneous manufacturing industries.....	134.6	132.8	131.5	71.05	69.87	67.98
Construction	138.9	144.3	146.5	53.00	54.27	51.32
Building and general engineering.....	135.3	139.5	146.2	90.93	92.06	85.86
Highways, bridges and streets.....	144.9	152.2	147.0	70.83	72.53	68.43
Electric and motor transportation.....	134.4	135.1	132.7	81.54	81.20	79.12
Service	143.5	147.6	141.5	53.98	53.29	51.32
Hotels and restaurants.....	129.0	135.0	129.0	41.80	41.53	40.27
Laundries and drycleaning plants.....	115.4	115.7	114.1	47.63	47.26	45.53
Industrial composite	121.4	123.1	124.4	76.65	76.55	74.66

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.8	42.1	42.1	2.09	2.07	2.04	87.50	87.35	86.17
Metal mining.....	41.6	42.3	42.0	2.17	2.16	2.13	90.23	91.32	89.36
Gold.....	42.2	43.0	42.9	1.68	1.65	1.62	70.91	71.15	69.64
Other metal.....	41.3	42.0	41.7	2.36	2.36	2.32	97.66	98.95	96.54
Fuels.....	41.5	40.7	41.4	1.97	1.94	1.93	82.01	79.19	79.86
Coal.....	41.3	41.4	41.6	1.78	1.76	1.76	73.47	72.84	73.17
Oil and natural gas.....	41.9	39.5	41.2	2.34	2.31	2.23	98.09	91.45	91.80
Non-metal.....	43.5	43.5	43.9	1.90	1.87	1.83	82.76	81.29	80.46
Manufacturing	40.7	40.9	41.3	1.78	1.77	1.74	72.62	72.37	71.68
Durable goods.....	40.9	41.1	41.7	1.94	1.94	1.89	79.51	79.63	78.76
Non-durable goods.....	40.5	40.6	40.9	1.64	1.62	1.59	66.53	66.05	64.86
Food and beverages.....	40.5	41.0	40.7	1.56	1.50	1.53	63.10	61.35	62.33
Meat products.....	40.2	40.6	41.2	1.82	1.81	1.83	73.30	73.70	75.56
Canned and preserved fruits and vegetables.....	39.3	43.2	38.3	1.24	1.14	1.20	48.78	49.01	45.87
Grain mill products.....	42.7	42.7	42.9	1.73	1.73	1.68	73.84	73.98	71.98
Bread and other bakery products.....	41.8	41.9	42.2	1.46	1.45	1.41	61.13	60.93	59.56
Distilled liquors.....	41.7	40.4	40.5	2.00	1.99	1.83	83.65	80.54	74.28
Malt liquors.....	38.5	39.0	39.8	2.30	2.23	2.20	88.51	86.81	87.50
Tobacco and tobacco products.....	40.0	41.9	40.4	1.81	1.85	1.74	72.28	77.37	70.54
Rubber products.....	41.2	41.5	42.2	1.81	1.82	1.82	74.67	75.27	76.53
Leather products.....	39.4	40.3	39.5	1.21	1.20	1.19	47.85	48.51	47.07
Boots and shoes (except rubber).....	38.4	40.1	38.8	1.16	1.16	1.15	44.45	46.38	44.75
Other leather products.....	41.8	40.8	40.9	1.33	1.31	1.27	55.54	53.43	52.01
Textile products (except clothing).....	42.1	42.1	43.1	1.35	1.34	1.30	56.71	56.63	56.05
Cotton yarn and broad woven goods.....	40.1	40.3	41.4	1.36	1.36	1.30	54.51	54.77	53.85
Woolen goods.....	43.3	43.6	44.2	1.26	1.23	1.22	54.61	54.35	53.84
Synthetic textiles and silk.....	43.2	43.5	44.5	1.43	1.43	1.38	61.79	62.16	61.63
Clothing (textile and fur).....	38.8	38.2	39.0	1.15	1.15	1.11	44.80	43.86	43.49
Men's clothing.....	37.9	37.4	38.0	1.16	1.15	1.14	43.89	43.08	43.25
Women's clothing.....	37.2	36.6	37.5	1.22	1.21	1.16	45.33	44.25	43.68
Knit goods.....	42.0	41.4	41.9	1.08	1.08	1.04	45.54	44.91	43.50
*Wood products.....	41.5	41.8	42.6	1.59	1.58	1.53	65.95	65.99	65.39
Saw and planing mills.....	40.6	40.7	42.0	1.70	1.69	1.63	68.93	68.82	68.62
Furniture.....	43.5	43.4	44.4	1.45	1.45	1.40	63.23	63.02	61.95
Other wood products.....	41.8	43.5	42.0	1.34	1.32	1.32	55.97	57.30	55.55
Paper products.....	41.7	41.8	41.7	2.11	2.10	2.02	87.70	87.93	83.64
Pulp and paper mills.....	41.7	42.0	41.6	2.28	2.26	2.16	94.90	94.99	89.78
Other paper products.....	41.6	41.5	42.0	1.64	1.65	1.58	68.35	68.65	66.59
Printing, publishing and allied industries.....	39.2	39.3	40.1	2.16	2.18	2.10	84.72	85.56	83.91
*Iron and steel products.....	40.6	40.8	41.8	2.09	2.09	2.04	84.93	85.13	85.28
Agricultural implements.....	39.0	38.8	39.2	2.02	2.01	2.00	78.82	78.24	78.32
Fabricated and structural steel.....	38.0	41.4	41.0	2.07	2.01	1.97	78.85	83.15	80.63
Hardware and tools.....	41.5	41.6	42.3	1.77	1.78	1.76	73.37	73.95	74.44
Heating and cooking appliances.....	41.4	40.9	42.6	1.77	1.78	1.73	73.41	72.68	73.80
Iron castings.....	40.8	40.6	42.2	1.98	1.96	1.95	80.62	79.87	82.26
Machinery, industrial.....	41.4	41.6	41.9	1.96	1.95	1.91	81.18	81.02	80.03
Primary iron and steel.....	40.1	39.7	42.2	2.50	2.49	2.42	100.25	98.91	102.24
Sheet metal products.....	40.9	42.2	41.9	2.02	2.07	1.97	82.60	87.50	82.71
Wire and wire products.....	40.8	40.5	42.4	2.03	2.02	2.02	82.68	81.70	85.81
*Transportation equipment.....	40.5	40.7	40.6	2.05	2.06	2.02	82.95	83.78	82.01
Aircraft and parts.....	41.9	42.0	42.8	2.07	2.07	2.00	86.78	87.01	85.78
Motor vehicles.....	40.8	41.2	39.7	2.24	2.26	2.24	91.41	93.26	89.07
Motor vehicle parts and accessories.....	39.6	40.1	40.5	2.00	2.01	1.96	79.24	80.59	79.63
Railroad and rolling stock equipment.....	40.0	39.5	39.7	1.98	1.98	1.95	78.32	77.35	77.41
Shipbuilding and repairing.....	39.4	40.3	40.5	1.98	2.00	1.93	78.25	80.72	78.46
*Non ferrous metal products.....	40.9	40.8	41.0	2.09	2.08	1.99	85.61	85.01	81.46
Aluminum products.....	43.8	43.4	43.1	1.84	1.82	1.75	80.67	78.82	75.44
Brass and copper products.....	39.9	40.0	40.3	1.98	1.98	1.86	79.28	79.42	75.15
Smelting and refining.....	40.3	40.3	40.4	2.31	2.30	2.22	93.13	92.52	89.74
*Electrical apparatus and supplies.....	40.6	40.7	41.1	1.84	1.85	1.78	74.67	75.02	73.06
Heavy electrical machinery and equipment.....	40.4	41.0	40.5	2.05	2.06	1.99	82.81	84.71	80.64
Telecommunication equipment.....	40.8	40.6	40.8	1.68	1.68	1.59	68.54	68.23	65.05
Refrigerators, vacuum cleaners and appliances.....	40.2	39.9	41.2	1.88	1.88	1.80	75.62	74.93	73.95
Wire and cable.....	40.9	39.8	42.9	2.03	2.06	1.97	82.93	82.04	84.28
Miscellaneous electrical products.....	40.7	40.9	41.0	1.73	1.73	1.68	70.37	70.89	68.85
*Non-metallic mineral products.....	42.8	42.9	44.2	1.82	1.81	1.74	77.99	77.81	77.03
Clay products.....	43.0	40.9	43.6	1.64	1.63	1.63	70.40	68.62	70.99
Glass and glass products.....	40.7	40.9	42.3	1.83	1.83	1.71	74.65	74.70	72.27
Products of petroleum and coal.....	41.5	40.8	41.1	2.55	2.55	2.45	105.93	103.89	100.68
Chemical products.....	40.3	40.6	41.1	2.00	1.99	1.90	80.74	80.96	78.23
Medicinal and pharmaceutical preparations.....	39.8	39.5	40.4	1.53	1.53	1.45	60.91	60.58	58.41
Acids, alkalis and salts.....	40.2	40.4	41.3	2.31	2.28	2.20	92.79	92.08	90.88
Miscellaneous manufacturing industries.....	42.2	41.9	42.3	1.45	1.45	1.41	61.31	60.73	59.62
Construction	41.9	43.1	41.5	1.95	1.94	1.87	81.70	83.56	77.81
Building and general engineering.....	41.7	42.7	41.0	2.14	2.12	2.04	89.30	90.69	83.62
Highways, bridges and streets.....	42.1	43.7	42.4	1.62	1.63	1.57	68.20	71.17	66.80
Electric and motor transportation.....	43.4	43.6	44.6	1.85	1.85	1.77	80.43	80.60	78.89
Service	38.9	39.0	39.5	1.06	1.05	1.01	41.22	40.91	39.86
Hotels and restaurants.....	38.8	39.2	39.4	1.04	1.02	0.99	40.12	39.90	39.07
Laundries and dry cleaning plants.....	40.1	39.7	40.5	1.02	1.01	0.98	40.73	40.29	39.55

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 November.....	40.9	1.74	71.08	170.3	133.1
December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	17.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October†.....	40.6	1.78	72.66	174.1	134.3
November†.....	40.6	1.79	72.80	174.4	134.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

† Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961 ⁽¹⁾	9,859	7,996	17,855	570,789	163,893	734,682

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 30, 1960⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 31, 1960	November 30, 1959
Agriculture, Fishing, Trapping.....	178	66	244	— 150	— 56
Forestry.....	595	6	601	— 451	— 798
Mining, Quarrying and Oil Wells.....	337	20	357	— 102	— 23
Metal Mining.....	234	7	241	— 34	0
Fuels.....	63	6	69	— 71	— 11
Non-Metal Mining.....	9	1	10	— 15	+ 3
Quarrying, Clay and Sand Pits.....	2	1	3	— 1	— 8
Prospecting.....	29	5	34	+ 19	— 7
Manufacturing.....	1,967	1,130	3,097	— 754	— 781
Foods and Beverages.....	120	136	256	— 160	— 31
Tobacco and Tobacco Products.....	46	5	51	+ 39	— 9
Rubber Products.....	21	12	33	— 3	+ 2
Leather Products.....	44	62	106	— 45	— 32
Textile Products (except clothing).....	35	57	92	— 24	— 72
Clothing (textile and fur).....	65	449	514	— 188	— 210
Wood Products.....	137	31	168	— 95	— 107
Paper Products.....	283	31	314	+ 3	+ 216
Printing, Publishing and Allied Industries.....	116	73	189	+ 43	— 63
Iron and Steel Products.....	274	51	325	— 149	— 222
Transportation Equipment.....	271	44	315	— 12	— 133
Non-Ferrous Metal Products.....	102	17	119	— 24	— 55
Electrical Apparatus and Supplies.....	178	50	228	— 25	— 20
Non-Metallic Mineral Products.....	41	19	60	— 2	— 46
Products of Petroleum and Coal.....	23	7	30	+ 14	+ 4
Chemical Products.....	128	41	169	— 77	— 12
Miscellaneous Manufacturing Industries.....	83	45	128	— 49	+ 9
Construction.....	808	30	838	— 472	— 433
General Contractors.....	408	14	422	— 319	— 395
Special Trade Contractors.....	400	16	416	— 153	— 38
Transportation, Storage and Communication.....	436	103	539	— 54	— 145
Transportation.....	270	46	316	+ 8	— 159
Storage.....	5	5	10	— 18	— 14
Communication.....	161	52	213	— 44	+ 28
Public Utility Operation.....	52	17	69	— 9	— 26
Trade.....	1,639	1,576	3,215	— 752	— 398
Wholesale.....	510	243	753	— 153	— 148
Retail.....	1,129	1,333	2,462	— 599	— 250
Finance, Insurance and Real Estate.....	424	343	767	— 84	— 143
Service.....	9,766	7,662	17,428	+ 6,952	+ 2,610
Community or Public Service.....	285	1,494	1,779	— 119	— 104
Government Service.....	8,827	2,399	11,226	+ 8,133	+ 3,954
Recreation Service.....	25	32	57	— 40	— 32
Business Service.....	309	237	546	— 251	— 151
Personal Service.....	320	3,500	3,820	— 771	— 1,057
GRAND TOTAL.....	16,202	10,953	27,155	+ 4,124	— 193

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT DECEMBER 1, 1960⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,424	1,174	2,598	7,385	1,916	9,301
Clerical Workers.....	5,894	3,696	9,590	18,194	49,663	67,857
Sales Workers.....	1,128	1,097	2,225	7,597	14,660	22,257
Personal and Domestic Service Workers.	414	3,817	4,231	34,949	26,696	61,645
Seamen.....	4	.....	4	2,235	17	2,252
Agriculture, Fishing, Forestry (Ex. log.)	164	11	175	5,098	685	5,783
Skilled and Semi-Skilled Workers.....	3,298	739	4,037	179,776	24,321	204,097
Food and kindred products (incl. tobacco).....	34	9	43	1,696	533	2,229
Textiles, clothing, etc.....	65	555	620	3,528	15,307	18,835
Lumber and lumber products.....	674	2	676	15,878	158	16,036
Pulp, paper (incl. printing).....	81	6	87	1,225	610	1,835
Leather and leather products.....	31	51	82	1,348	1,464	2,812
Stone, clay and glass products.....	16	.....	16	636	46	682
Metalworking.....	336	8	344	22,179	1,024	23,203
Electrical.....	168	7	175	3,419	1,261	4,680
Transportation and equipment.....	7	.....	7	1,177	31	1,208
Mining.....	78	.....	78	2,121	.....	2,121
Construction.....	501	1	502	49,182	7	49,189
Transportation (except seamen).....	413	5	418	33,246	171	33,417
Communications and public utility...	15	1	16	840	16	856
Trade and service.....	104	75	179	6,194	2,253	8,447
Other skilled and semi-skilled.....	699	14	713	26,947	1,151	28,098
Foremen.....	38	4	42	3,634	285	3,919
Apprentices.....	38	1	39	6,526	4	6,530
Unskilled Workers.....	3,606	265	3,871	138,622	26,165	164,787
Food and tobacco.....	63	65	128	5,177	6,734	11,911
Lumber and lumber products.....	67	4	71	15,699	515	16,214
Metalworking.....	39	3	42	9,882	660	10,542
Construction.....	2,686	.....	2,686	68,605	1	68,606
Other unskilled workers.....	751	193	944	39,259	18,255	57,514
GRAND TOTAL.....	15,932	10,799	26,731	393,856	144,123	537,979

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfiled Vacancies ⁽²⁾			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Dec. 1, 1960	Nov. 3, 1960	Dec. 3, 1959	Dec. 1, 1960	Nov. 3, 1960	Dec. 3, 1959
Newfoundland	285	306	391	15,278	7,534	12,686
Corner Brook.....	16	16	12	3,018	1,673	2,523
Grand Falls.....	5	7	12	1,533	860	1,232
St. John's.....	264	283	353	10,727	5,001	8,931
Prince Edward Island	71	137	89	2,543	1,288	3,028
Charlottetown.....	44	48	61	1,509	745	1,997
Summerside.....	27	89	28	1,034	543	1,031
Nova Scotia	1,232	1,233	1,159	20,922	15,978	20,035
Amherst.....	15	13	15	968	571	815
Bridgewater.....	13	21	11	1,234	831	1,259
Halifax.....	961	1,017	891	5,265	4,628	5,212
Inverness.....				389	208	545
Kentville.....	69	68	58	2,023	1,300	1,685
Liverpool.....	8	18	6	509	413	495
New Glasgow.....	28	13	16	2,509	1,838	2,587
Springhill.....				981	878	1,205
Sydney.....	72	45	57	3,960	3,085	3,247
Truro.....	25	9	33	1,439	1,104	1,339
Yarmouth.....	41	29	72	1,645	1,122	1,646
New Brunswick	1,032	1,236	1,071	20,072	13,341	19,967
Bathurst.....	19	18	9	2,600	1,196	2,809
Campbellton.....	80	27	40	1,620	1,317	1,118
Edmundston.....	8	17	30	1,129	579	1,170
Fredericton.....	154	120	130	1,579	1,321	1,723
Minto.....	50	118	42	473	426	454
Moncton.....	296	750	397	4,796	3,108	4,979
Newcastle.....	13	3	2	1,512	923	1,875
Saint John.....	316	129	271	3,422	2,700	2,494
St. Stephen.....	22	36	35	1,315	828	1,647
Sussex.....	16	10	15	571	365	544
Woodstock.....	58	8	70	1,055	578	1,154
Quebec	5,081	5,263	5,005	154,840	115,628	146,282
Alma.....	13	8	5	1,342	1,097	2,043
Asbestos.....	18	17	2	652	383	629
Baie Comeau.....	27	31	109	533	377	560
Beauharnois.....	13	26	14	1,170	746	1,092
Buckingham.....	23	22	10	984	710	914
Causapscal.....	141	78	210	1,023	788	961
Chandler.....	52	6	22	647	242	830
Chicoutimi.....	95	145	99	1,936	1,623	1,584
Cowansville.....	26	25	13	380	324	428
Dolbeau.....	83	19	2	1,054	668	801
Drummondville.....	57	43	34	2,147	1,454	1,984
Farnham.....	8	10	7	575	434	692
Forestville.....	1	4	77	336	217	473
Gaspé.....	2	5	2	835	316	904
Granby.....	5	21	16	2,330	1,607	1,392
Hull.....	76	42	21	3,526	2,421	3,283
Joliette.....	37	43	97	3,625	2,568	3,657
Jonquière.....	23	20	12	2,523	1,828	2,203
Lachute.....	11	18	26	869	550	623
La Malbaie.....	50	29	6	1,020	499	1,143
La Tuque.....	97	179	518	649	512	798
Lévis.....	22	28	31	3,339	2,307	2,900
Louiseville.....	35	15	7	1,115	748	923
Magog.....	5	6	2	656	511	672
Maniwaki.....	11	7	11	760	420	514
Matane.....	24	9	26	923	488	1,352
Mégantic.....	53	22		989	504	962
Mont-Laurier.....	13	20	31	758	411	569
Montmagny.....	9	12	5	1,165	626	1,156
Montreal.....	1,874	1,976	1,805	60,156	49,002	54,708
New Richmond.....	109	66	10	1,144	403	1,112
Port Alfred.....	2	5	2	605	386	547
Quebec.....	388	455	295	11,068	8,434	11,319
Rimouski.....	68	51	78	2,574	1,484	2,745
Rivière du Loup.....	18	8	7	2,499	1,412	2,577
Roberval.....	49	57	15	1,049	720	826
Rouyn.....	169	128	109	2,183	1,766	2,027
Ste. Agathe.....	69	54	48	801	572	896
Ste. Anne de Bellevue.....	48	73	63	958	745	942
Ste. Thérèse.....	17	19	26	2,208	1,635	2,171
St. Hyacinthe.....	31	25	67	2,098	1,537	2,189
St. Jean.....	89	50	64	2,098	1,716	2,062
St. Jérôme.....	56	31	93	2,626	1,382	1,762
Sept-Îles.....	181	294	177	1,748	1,030	1,094
Shawinigan.....	79	41	188	3,313	2,459	3,371
Sherbrooke.....	228	284	137	4,446	4,071	4,594
Sorel.....	74	54	34	1,981	1,601	2,326
Thetford Mines.....	25	30	74	1,458	936	1,643
Trois-Rivières.....	79	179	147	4,163	3,123	4,333

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Dec. 1, 1960	Pre'ious Month Nov. 3, 1960	Previous Year Dec. 3, 1959	(2) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959
Quebec—Cont'd.						
Val d'Or.....	57	47	43	1,850	1,420	1,582
Valleyfield.....	14	12	19	2,214	1,640	1,837
Victoriaville.....	88	25	12	2,156	1,530	1,899
Ville St. Georges.....	239	389	77	1,643	1,245	1,678
Ontario.	10,605	8,200	10,915	182,266	148,423	176,818
Arnprior.....	24	43	92	278	203	278
Barrie.....	7	19	10	1,281	1,145	1,311
Belleville.....	251	19	36	1,891	1,552	1,614
Bracebridge.....	79	18	28	1,083	691	1,141
Brampton.....	17	56	30	1,394	1,259	1,584
Brantford.....	49	43	87	3,342	2,813	2,692
Brockville.....	41	33	42	730	630	520
Carleton Place.....	12	10	4	257	131	341
Chatham.....	76	29	48	2,080	1,651	1,838
Cobourg.....	47	43	21	968	641	1,062
Collingwood.....	1	3	6	882	564	585
Cornwall.....	109	104	113	3,303	2,750	2,927
Elliot Lake.....	42	38	38	317	249	367
Fort Erie.....	4	4	2	809	553	732
Fort Frances.....	10	13	23	603	313	518
Fort William.....	64	76	139	2,319	1,655	2,520
Galt.....	165	54	81	1,872	1,704	1,564
Gananoque.....	3	3	5	336	215	295
Goderich.....	9	17	11	631	421	513
Guelph.....	110	29	50	1,996	1,659	1,574
Hamilton.....	647	896	727	16,218	13,428	12,708
Hawkesbury.....	7	12	17	741	433	754
Kapuskasing.....	8	20	8	957	796	677
Kenora.....	8	16	12	841	485	788
Kingston.....	77	129	59	2,110	1,737	2,174
Kirkland Lake.....	69	34	97	1,439	1,013	1,281
Kitchener.....	100	124	89	3,088	2,208	1,998
Leamington.....	19	21	88	1,036	975	1,218
Lindsay.....	8	8	29	591	460	833
Listowel.....	32	43	15	362	246	337
London.....	1,150	462	1,067	5,469	4,681	4,925
Long Branch.....	107	105	90	4,209	3,582	3,697
Midland.....	25	6	20	810	498	937
Napanee.....	6	5	4	529	356	603
Newmarket.....	35	41	27	1,369	1,031	1,390
Niagara Falls.....	156	35	221	2,789	2,071	2,528
North Bay.....	34	28	12	1,865	1,352	1,570
Oakville.....	94	92	145	1,031	907	828
Orillia.....	7	12	23	1,180	917	1,019
Oshawa.....	82	69	108	4,471	5,000	10,808
Ottawa.....	765	807	1,671	6,058	5,013	6,064
Owen Sound.....	35	51	94	1,526	1,100	1,508
Parry Sound.....			2	380	317	496
Pembroke.....	59	70	52	1,758	1,299	1,692
Perth.....	16	19	18	575	422	524
Peterborough.....	37	36	42	3,339	2,910	3,063
Pictou.....	3	6	7	391	272	524
Port Arthur.....	269	156	300	3,401	2,298	3,280
Port Colborne.....	50	9	8	1,051	796	961
Prescott.....	20	14	14	734	553	758
Renfrew.....	15	13	9	451	309	568
St. Catharines.....	95	118	93	3,998	3,360	6,122
St. Thomas.....	91	36	33	1,396	1,221	1,512
Sarnia.....	65	94	63	3,018	2,195	2,175
Sault Ste. Marie.....	130	131	374	3,480	2,048	1,659
Simcoe.....	90	77	35	906	892	1,067
Sioux Lookout.....	10	4	9	186	109	188
Smiths Falls.....	1	7	10	449	338	425
Stratford.....	36	65	30	810	589	825
Sturgeon Falls.....	14	22	1	906	621	892
Sudbury.....	494	334	222	4,002	2,827	3,697
Tillsonburg.....	18	23	13	323	355	397
Timmins.....	27	30	69	2,031	1,644	1,993
Toronto.....	3,354	2,702	3,428	43,391	38,104	39,758
Trenton.....	58	64	62	809	699	855
Walkerton.....	23	36	26	846	548	707
Wallaceburg.....	14	15	4	666	488	731
Welland.....	74	64	47	2,508	2,013	1,633
Weston.....	173	165	100	3,754	3,209	3,764
Windsor.....	764	193	329	10,309	7,804	13,019
Woodstock.....	17	17	26	1,307	1,095	1,082
Manitoba	3,579	1,732	3,909	22,540	15,034	19,278
Brandon.....	179	162	183	2,028	1,133	2,098
Dauphin.....	17	15	11	1,366	648	1,431
Flin Flon.....	47	25	40	267	200	271
Portage la Prairie.....	58	55	69	1,002	556	1,118
The Pas.....	57	49	59	335	244	336
Winnipeg.....	3,221	1,426	3,547	17,542	12,253	14,024

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959
Saskatchewan	1,202	1,218	751	16,244	9,676	16,095
Estevan.....	24	20	45	506	227	498
Lloydminster.....	20	24	6	406	224	364
Moose Jaw.....	97	64	212	1,474	933	1,475
North Battleford.....	47	39	22	1,070	583	1,035
Prince Albert.....	75	103	35	2,004	1,095	1,929
Regina.....	178	217	158	3,934	2,704	3,656
Saskatoon.....	136	207	134	3,740	2,310	3,643
Swift Current.....	67	83	56	797	390	815
Weyburn.....	34	17	27	437	199	462
Yorkton.....	524	444	59	1,876	1,011	2,218
Alberta	1,821	1,711	2,364	30,872	22,364	27,076
Blairmore.....	2	24	1	393	374	498
Calgary.....	381	439	917	10,805	8,271	9,411
Drumheller.....	10	10	16	354	228	372
Edmonton.....	1,056	890	1,028	13,029	9,296	12,259
Edson.....	45	76	12	678	497	518
Grande Prairie.....	48	42	.....	854	548	.....
Lethbridge.....	66	101	.....	2,224	1,421	1,989
Medicine Hat.....	149	56	194	1,209	897	935
Red Deer.....	61	73	82	1,356	832	1,094
British Columbia	1,823	1,774	2,218	72,402	56,473	61,621
Chilliwack.....	34	25	16	2,059	1,326	1,738
Courtenay.....	11	13	4	1,411	905	799
Cranbrook.....	31	54	16	1,114	700	899
Dawson Creek.....	16	23	16	969	729	1,138
Duncan.....	33	15	22	880	564	736
Kamloops.....	14	18	76	1,509	996	1,289
Kelowna.....	13	22	6	1,254	588	1,188
Kitimat.....	30	34	15	218	166	214
Mission City.....	23	28	11	1,406	898	1,371
Nanaimo.....	55	18	11	1,372	1,110	1,000
Nelson.....	218	251	14	1,186	737	1,181
New Westminster.....	330	200	268	10,198	8,825	8,458
Penticton.....	8	9	7	1,341	842	1,307
Port Alberni.....	25	7	24	870	728	698
Prince George.....	35	34	89	2,884	2,305	2,343
Prince Rupert.....	13	10	17	1,802	1,243	1,540
Princeton.....	34	52	6	551	348	451
Quesnel.....	62	15	28	1,380	1,113	1,176
Trail.....	64	67	63	918	582	995
Vancouver.....	559	720	1,069	30,896	25,666	25,825
Vernon.....	12	8	18	2,169	1,083	1,884
Victoria.....	192	111	399	5,468	4,581	4,847
Whitehorse.....	21	42	23	547	438	564
Canada	26,731	22,810	27,875	537,979	405,739	502,886
Male.....	15,932	11,944	15,201	393,856	281,484	365,031
Female.....	10,799	10,866	12,674	144,123	124,255	137,855

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	810,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (11 months).....	911,272	613,613	297,659	63,094	222,675	311,944	196,070	117,489
1960 (11 months).....	872,762	584,323	288,439	78,989	230,880	274,312	179,899	108,682

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
NOVEMBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	5.7	24,008	551,713
Prince Edward Island.....	0.8	3,148	61,797
Nova Scotia.....	10.9	45,978	967,140
New Brunswick.....	9.8	41,076	885,243
Quebec.....	80.7	339,048	7,648,821
Ontario.....	98.2	412,446	9,746,054
Manitoba.....	10.2	42,777	980,260
Saskatchewan.....	6.1	25,504	568,348
Alberta.....	14.4	60,473	1,415,631
British Columbia.....	36.1	151,730	3,758,601
Total, Canada, Nov. 1960.....	272.9	1,146,188	26,583,608
Total, Canada, Oct. 1960.....	225.9	903,403	20,650,922
Total, Canada, Nov. 1959.....	209.6	838,456	17,479,376

**TABLE E-2—CLAIMANTS* CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE
POSTAL, NOVEMBER 30, 1960**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	Nov. 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	485,177	220,925	60,053	73,222	41,677	26,881	17,366	45,053	30.1	417,541
Male.....	364,136	179,302	47,125	54,762	28,480	17,468	10,497	26,502	32.4	398,477
Female.....	121,041	41,623	12,928	18,460	13,197	9,413	6,869	18,551	23.5	109,064
Newfoundland.....	16,401	9,738	1,812	1,763	754	512	466	1,356	73.4	12,427
Male.....	14,928	9,289	1,700	1,563	618	386	346	1,026	75.7	11,341
Female.....	1,473	449	112	200	136	126	120	330	49.8	1,086
Prince Edward Island....	2,576	1,698	277	234	110	64	44	149	73.3	3,626
Male.....	1,999	1,407	215	179	62	35	30	71	76.0	2,053
Female.....	577	291	62	55	48	29	14	78	64.1	573
Nova Scotia.....	22,561	11,597	2,185	2,900	1,803	1,027	711	2,338	40.7	17,197
Male.....	19,190	10,466	1,864	2,425	1,425	747	510	1,753	41.2	13,984
Female.....	3,371	1,131	321	475	378	280	201	585	37.6	3,213
New Brunswick.....	18,745	8,415	2,554	2,956	1,453	1,076	635	1,656	58.1	16,845
Male.....	14,954	7,039	2,031	2,370	1,127	814	419	1,154	59.3	13,068
Female.....	3,791	1,376	523	586	326	262	216	502	53.6	3,777
Quebec.....	140,109	62,979	17,185	21,092	12,532	7,774	5,241	13,306	30.1	122,529
Male.....	101,468	49,112	13,180	15,413	8,633	4,939	2,856	7,335	32.8	87,818
Female.....	38,641	13,867	4,005	5,679	3,899	2,835	2,385	5,971	23.2	34,711
Ontario.....	155,506	66,029	18,857	23,745	14,246	9,743	6,245	16,641	20.7	143,364
Male.....	110,964	51,036	14,140	16,886	9,311	6,226	3,851	9,514	21.0	102,746
Female.....	44,542	14,993	4,717	6,859	4,935	3,517	2,394	7,127	19.9	40,618
Manitoba.....	22,218	10,496	3,097	3,773	1,690	1,097	612	1,453	25.6	16,268
Male.....	17,240	8,754	2,463	2,964	1,110	710	390	849	28.9	12,365
Female.....	4,978	1,742	634	809	580	387	222	604	14.1	3,903
Saskatchewan.....	13,834	7,050	1,917	1,979	881	664	391	952	48.3	12,623
Male.....	10,847	6,105	1,599	1,498	525	367	234	519	52.2	9,816
Female.....	2,987	945	318	481	356	297	157	433	34.2	2,807
Alberta.....	27,471	12,741	3,859	4,429	2,294	1,381	878	1,889	28.3	21,140
Male.....	21,271	10,984	3,180	3,307	1,400	826	490	1,084	30.5	15,534
Female.....	6,200	1,757	679	1,122	894	555	388	805	20.7	5,606
British Columbia.....	65,756	30,182	8,310	10,351	5,914	3,543	2,143	5,313	27.0	52,522
Male.....	51,275	25,110	6,753	8,157	4,269	2,418	1,371	3,197	28.5	39,752
Female.....	14,481	5,072	1,557	2,194	1,645	1,125	772	2,116	21.9	12,770

* Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	12,115	10,276	1,839	7,268	5,771	1,497	6,141
Nova Scotia.....	1,990	1,662	328	1,150	989	161	997
New Brunswick.....	14,347	8,096	6,251	12,247	10,534	1,713	4,484
Quebec.....	11,527	8,360	3,167	9,266	7,800	1,466	3,920
Ontario.....	84,982	58,461	26,521	69,427	55,280	14,147	30,076
Manitoba.....	92,992	60,083	32,909	79,326	62,847	16,479	31,341
Saskatchewan.....	14,635	10,380	4,255	12,406	9,573	2,833	4,077
Alberta.....	10,126	7,458	2,668	7,998	6,121	1,877	3,396
British Columbia.....	18,759	12,353	6,406	16,078	12,830	3,248	5,352
	42,943	30,280	12,663	35,295	25,779	9,516	14,284
Total, Canada, Nov. 1960.....	304,416	207,409	97,007	250,461	197,524	52,937	104,068
Total, Canada, Oct. 1960.....	178,211	103,919	74,292	162,512	122,331	40,181	50,113
Total, Canada, Nov. 1959.....	278,592	193,734	84,858	221,207	171,906	49,301	99,037

* In addition, revised claims received numbered 41,424.

† In addition, 39,182 revised claims were disposed of. Of these, 4,568 were special requests not granted and 1,405 were appeals by claimants. There were 10,514 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT, OCTOBER 1959 TO OCTOBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1960—October.....	4,124,900	3,794,700	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3
December.....	129.6	125.3	144.6	112.6	123.5	138.3
1961—January.....	129.2	124.4	144.7	111.6	123.3	138.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1960

(1949=100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1959	Nov. 1960	Dec. 1960					
(1) St. John's, Nfld.....	114.6	115.9	116.3	109.8	115.3	110.7	111.7	133.0
Halifax.....	127.3	128.4	128.4	119.5	135.3	122.0	129.8	140.4
Saint John.....	129.1	130.0	130.3	124.9	140.0	120.7	124.3	143.2
Montreal.....	128.7	129.7	129.7	129.7	146.0	108.3	118.8	138.9
Ottawa.....	128.3	130.2	130.1	125.3	148.9	116.9	122.0	138.3
Toronto.....	130.1	131.9	131.8	125.6	152.9	115.1	124.0	140.3
Winnipeg.....	125.4	127.7	127.8	124.5	135.7	118.8	120.2	137.3
Saskatoon-Regina.....	124.0	125.5	125.4	122.2	125.0	124.0	126.2	129.5
Edmonton-Calgary.....	124.1	125.7	125.3	119.5	125.5	121.4	127.6	133.7
Vancouver.....	129.6	130.8	130.7	126.1	137.8	117.7	135.5	137.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July 1960 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-60

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12
September.....	27	52	11,877	114,610	0.11
October.....	30	56	9,027	90,830	0.08
November.....	28	58	5,491	53,180	0.05
December.....	11	29	1,890	30,280	0.03

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	15	1,231	24,180
Construction.....	3	255	3,670
Transportation, etc.....	5	274	680
Public utilities.....			
Trade.....	6	130	1,750
Service.....			
All industries.....	29	1,890	30,280

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	10	697	14,110
Ontario.....	17	1,144	15,830
Manitoba.....	1	15	140
Saskatchewan.....			
Alberta.....			
British Columbia.....	1	34	200
Federal.....			
All jurisdictions.....	29	1,890	30,280

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1960**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accu- mulated		
MANUFACTURING— <i>Paper Products—</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290 (20)	7,250	8,700	Nov. 24	Wages~
<i>Iron and Steel Products</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	275 (70)	6,050	28,520	Aug. 12	Wages, working condi- tions, fringe benefits~
<i>Miscellaneous Manufacturing Industries—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I. U. E. Loc. 514 (AFL- CIO/CLC)	155	3,410	15,500	Sep. 15	Wages~
CONSTRUCTION— Twenty electrical contractors, Kitchener-Waterloo, other points, Ont.	I.B.E.W. Loc. 804 (AFL- CIO/CLC)	180	3,420	5,040	Nov. 18 Dec. 28	Wages~Most workers returned or found em- ployment elsewhere.
TRANSPORTATION ETC.— <i>Transportation—</i> Sandwich-Windsor and Amherstburg Railway, Windsor, Ont.	Street Railway Em- ployees Loc. 616 (AFL- CIO/CLC)	186	270	1,200	Nov. 24 Dec. 3	Wages~Return of wor- kers, referral to arbitra- tion.

Figures in parentheses indicate the number of workers indirectly affected.